

Provost's Corner

Bette S. Bergeron, Provost & Senior VP for Academic Affairs

December 9, 2019

Happy Finals Week!

It's hard to believe that our fall semester is quickly coming to a close. I have been so energized by the campus' focus and investment in retention efforts this fall. Your leadership, creativity, and advocacy will clearly make a difference in our students' retention and success at SUNY Potsdam. I also want to thank everyone who assisted in the organization, planning, and execution of the November *Retention Summit*, and thank the 100-plus participants who took the time from your very busy schedules to attend and share your thoughts. The PowerPoint presentations, discussion group notes, and a variety of resources related to the Summit are available [online](#). If you have ideas regarding how to continue the conversation and momentum around student retention, please don't hesitate to let me know!

I also want to acknowledge the campus-wide efforts to support our students through recent food and warm clothing drives. (For those who are interested in donating to our Food Pantry through payroll deduction, a [link](#) has been established for employee donations.) If you know of students in need of winter clothing, please direct them to the Food Pantry in Dunn Hall; there are still items available for both adults and children. The generosity of our SUNY Potsdam family is humbling. Your support of our students in need not only contributes to their retention, but also clearly demonstrates your commitment to their individual needs. I also want to thank you for your patience and support of your students during last week's downstate storm. Many of our students were very challenged in returning to campus due to unavoidable cancellations with public transportation and unsafe driving conditions in parts of our state. Your willingness to work with those students who were affected by the storm is most sincerely appreciated. Thank you!

Our final *Coffee & Conversation* for the fall was held on December 9th on the topic of *Sustainability at SUNY Potsdam*, facilitated by Heather Sullivan-Catlin (Environmental Studies). Our campus has much to be proud of in its sustainability efforts! As I look towards the spring, I am rethinking the format for future "Conversations" in order to provide wider participation. I would love to hear from you regarding ways in which we can increase opportunities for conversation and dialogue across Academic Affairs.

New Faces/New Positions

Welcome! Please join me in welcoming *Morgan Newtown* to the Registrar's Office. Prior to this new appointment, Morgan worked in the One Stop.

Office of Business Affairs. As recently announced by President Esterberg, Vice President for Business Affairs *Eric Johnston-Ortiz* will be leaving the College to pursue other interests. An interim will be named in the coming weeks. Until an interim VP is identified, *Megan Hazen* has agreed to serve as Interim Director of Business Affairs. We will initiate a national search for a new Vice President for Business Affairs in the spring semester; more information will be made available to the campus regarding the search process and timeline as soon as a committee is charged.

In addition, effective immediately, the following changes in reporting structure will occur: Business Affairs, Physical Plant, and Purchasing and Payables will report to the President's Office. Environmental Health and Safety will report to Human Resources.

Campus Updates

New Minors. The following new minors were approved by the Faculty Senate on October 24, 2019 and have been endorsed by the President:

- LatinX and Latin American Studies
- Public Policy and Administration
- Public Policy and Homeland Security

Counseling Updates. The College Counseling Center is aware that stress is high and appointment times are difficult to schedule from the middle to end of the semester. While many faculty and staff are understandably concerned with the typical two-week waiting period for students who are not at risk of ending their lives, this is one of the lowest waiting times of our similar-sized SUNY campuses. Knowing that a wait time is inevitable, how can you most effectively help when you note a student in need of counseling services?

Please encourage residential students to utilize the Counselor in Residence Walk-in hours, and encourage all students to utilize peer counselor hours, which will resume in the spring semester. Peer Counselors (PCs) go through a rigid semester-long training program with a licensed clinical social worker modeled after graduate-level counselor education programs.

Typically, 50% of these interns are moved along to be PCs. Encourage your students to utilize them as a place to start talking about their struggles and to learn some additional coping strategies while they're waiting for their scheduled appointment.

During **finals week**, the Counseling Center in Van Housen and the Counselors in Residence will be available for Walk-In hours all **day Monday-Friday**. If you have a student who is struggling, please send them to one of these options; they will be able to be seen the same day. The walk-in hours for the Counseling Center, located in 131 Van Housen Hall, will be open daily from 8:30am-4:30pm. Walk-in hours for Counselors in Residence *Dan Knight* (Bowman West) and *Nick Fronczak* (Draime Hall) will be noon-8:00pm. If you have any questions, please contact *Gena Nelson*, the Director of Counseling, at nelsongc@potdam.edu.

Student Care Initiatives. The Student "Bear Care" Advisory Group recently held its fall Liaison Luncheon, during which updates were provided regarding the Group's recent activities. Current initiatives include a highly successful warm clothing drive, exploration of various transportation options, student-led clothing drives for professional attire as well as in support of our students who are transitioning, and Counselors-in-Residence. Also discussed was the newly launched [Bear Care website](#) and well as initial ideas for a campus Case Manager. The website contains resource information on a variety of topics including crisis hotlines, housing, personal health and wellness, family support, victim services, addition services, religious services, and transportation. Please be sure to share this resource link with your students.

Liaisons also brainstormed ideas for areas of focus/need for the coming semester. Some of these topics included student pregnancy, cost of project supplies, grief, community racism, accessibility on campus, emergency housing, and food insecurity. What topics would you like the Student Care Advisory Group to explore this spring? Please send your ideas to me or your Departmental Liaison. Interested in becoming a Departmental Liaison? Please contact *Sarah Lister* (listersl@potdam.edu) or *Gena Nelson* (nelsongc@potdam.edu).

Life Topics Collection. Our students face many challenges both in and outside the classroom from a variety of sources including anxiety, stress, gender identity, body image, relationships, finances, spirituality, study habits, sex, diversity, and race. These complex issues can have substantial impacts on students' well-being and success in college. In recognition of these challenges, the Crumb Library has created a Life Topics Collection that includes a selection of self-help and informational books to assist students in navigating these obstacles. More information can be found on the Crumb Library's [Life Topics website](#).

Did You Know...



...Approximately 40% of SUNY Potsdam students describe themselves as “food insecure” for at least part of the school year. How can you help? Please consider donating to our campus’ Food Pantry, located in Dunn Hall. For more information, contact *Sarah Lister* (listeners@potsdam.edu).

Open Educational Resources (OER). One very effective tool in controlling students’ growing college debt and therefore increasing student retention is the use of [Open Educational Resources \(OER\)](#). OER materials are described as teaching, learning, and research resources that reside in the public domain, or have been released under an intellectual property license that permits their free use and re-purposing by others. They range from full courses and course materials to textbooks, streaming videos, tests, and software. The use of OER empowers faculty with the ability to customize teaching and learning materials based on their course learning objectives. There has been growing interest from faculty in OER adoption across SUNY institutions, primarily as a mechanism to drive down the costs of education for our students and to increase faculty’s control over the learning content in their courses and programs.

Due to support from Governor Cuomo and the NYS Legislature, SUNY has received \$4 million a year since 2017 to expand OER use across the System. Since the initial funding was provided, nearly 155,000 SUNY students have saved an estimated \$16 million in course materials costs, and over 1,000 SUNY faculty are utilizing OER. In addition, SUNY has entered into a multi-year partnership agreement with [Lumen Learning](#). Lumen has been helping to solidify SUNY’s strategy to improve college affordability and student success through wide-scale use of OER. This partnership provides Lumen-supported OER course materials, personalized learning tools, and support services at no cost to SUNY students at all campuses. As noted in the [official announcement](#) from Lumen, this partnership represents, “the largest and most comprehensive initiative to date focused on using OER as a primary tool to encourage teaching and learning innovation.” Additionally, SUNY will leverage Lumen’s recently announced [partnership with Carnegie Mellon’s Open Learning Initiative](#) to increase faculty options for OER content and tools.

As part of the system-wide initiative, SUNY Potsdam has received funding in support of OER initiatives. In AY 2017-2018 and AY 2018-2019, our campus’s OER Task Force, led by staff from the College Libraries and Provost’s Office, explored ways to increase the use of OER by our teaching faculty. The Task Force administered a grant program that awarded over \$20,000 to faculty and departments to develop and deploy OER in high enrollment, introductory courses.

This year, SUNY has redirected OER funding to support SUNY System staff to provide direct assistance to faculty as they develop OER material. Several members of our campus have taken advantage of these services.

As we move forward, we are developing better processes to communicate OER course information to our students. We have created an OER attribute in Banner, which allows students to search for OER courses within the schedule of classes. The campus is also developing a simple Qualtrics survey that department chairs will submit each semester so that appropriate courses (i.e., those that have 100% open access course material) can be identified by students. Our campus OER efforts are currently housed in the College Libraries and Center for Creative Instruction.

Crucial to our efforts and the success of OER on our campus is developing a sustainability plan. If you are interested in contributing—or in learning more about OER on our campus—please contact *Alan Hersker* (herskeal@potsdam.edu) or *Jennifer Jeffery* (jefferja@potsdam.edu). You can also learn more on the [OER page](#) on the Campus Library's webpage.

Open Access. In March of 2018, the SUNY Trustees charged all state-run SUNY campuses to develop and implement an Open Access Policy that recognizes each campuses' unique mission and culture, utilizes a process that follows local faculty governance procedures, and includes the faculty, student, and staff protections and best practices identified in the [Trustee's Memorandum](#). As noted in the memorandum, "Open Access is defined as typically free, timely, online availability of scholarly and creative works that permit users to read, download, copy, distribute, print, search, or link to the full texts of articles for any lawful purpose, without financial, legal, or technical barriers other than those inseparable from gaining access to the Internet." The stated purpose of this policy is to "advance access to the scholarly and creative works of SUNY faculty, students, and staff via open access repositories." This memorandum states that each State-operated campus shall develop and adopt an open access policy by no later than March 31, 2020.

SUNY Potsdam's Open Access Task Force has begun its work to create a usage policy for our campus, led by *Lauren Jackson-Beck* (Director of College Libraries and Archives). For those faculty and staff who are interested in learning more about Open Access, the Crumb Library has created a research guide on this topic available at: <https://library.potsdam.edu/OA>.

Looking for previous copies of the Provost's Corner?

Past editions of the Provost's Corner, as well as additional resources for faculty and staff, can be found at:

<http://www.potsdam.edu/about/administration/provost/>

Course Schedule Deadlines. The first iteration of the Fall and Summer 2020 schedules is now available in the [Campus Planning Interface \(CPI\)](#). When scheduling your classes please remember:

- **Any deviations from the course scheduling template must first be approved by the Dean.** Regularly occurring exemptions, such as studios, internships, and practica, will also need approval by the Dean. [Schedule Template Exemption Forms](#) are to be forwarded from the Dean to the Office of the Registrar.
- **Departments are to avoid scheduling courses during Governance Hour, which is on Thursdays between 4:00-5:00pm.** Holding this time open is critical to both faculty and student governance (SGA also meets at this time). Those seeking exceptions to Governance Hour must complete the [Faculty Governance Hour Exemption Form](#), which is to be approved by the appropriate Chair and Dean. A copy of the completed form is to be sent to the Registrar.

If you have any questions regarding the Fall schedule, please contact *Morgan Newtown* in the Registrar's Office (x3092), or for questions regarding the Summer schedule, please contact *Kathy Sherwood* in the Division of Graduate and Continuing Education (x2590). Please send order requests for Library materials in support of student assignments to: library@potdam.edu. Crumb Library is currently evaluating Spring 2020 course textbooks for inclusion in the classroom Textbook Collection, through which students can reserve texts for three hours. Please contact *Carol Franck* with any questions (franckcr@potdam.edu).

Winterim 2020. Registration for Winterim 2020 is now live. If you're working with a student who is looking to get ahead, stay on track, or try something new, a SUNY Potsdam special session course could be ideal. Classes for Winterim run 12/26/19 - 01/22/20. Students can review the list of available courses for Winterim 2020 in [BearPAWS](#), by clicking on "Class Search" and selecting "Winterim 2020." They would register for a Winterim special session course the same way they register for a traditional course in fall or spring.

In line with our student success and retention efforts, faculty are offering a number of courses fulfilling General Education requirements this Winterim. Online courses include BIOL 107 (SB), CHEM 101 (SP), ECON 110 (SA), COMM 120/LITR 120 (AC); on campus courses include COMM 106 (FS), LITR 330 (AC), SPAN 102, SPAN 103 (ML).

Open registration closed on Friday, December 6th. Students will have until close of business on **Tuesday, December 10th, 2019** to reconcile their billing concerns and submit payment. Anyone who wants to register after December 10th should contact a team member in the Graduate

Office. If you have questions or concerns, please feel free to contact Graduate and Continuing Education at gradcon@potsgdam.edu or x2165.

Sustainable Course Surveys. SUNY Potsdam's current use of paper Scantron methodology for course Student Opinion Surveys has become increasingly unsustainable for the College. Challenges include the cost of maintaining the equipment and purchasing specialized paper and envelopes (approximately \$18,000 annually) in addition to substantial staffing time across academic departments. More concerning, however, are issues related to confidentiality and flexibility with survey questions. Specifically, the use of paper surveys, which are transported to many locations across campus and stored in unsecured areas, opens up multiple opportunities for breaches in confidentiality. The inflexibility of the printed survey forms and additional costs associated with revising the Scantron survey format and questions has made it unrealistic to update the survey to reflect current campus values and priorities, particularly around diversity, equity, and inclusion. The current Scantron format also does not lend itself to easily allow instructors to add personalized questions to provide directed feedback specific to their unique pedagogical goals.

Most of SUNY's comprehensive Colleges have already made the transition to online platforms for their course surveys. Advantages cited by SUNY colleagues (and through a quick scan of the current literature) include the ability to individualize survey questions, dramatic reductions in staff time and potential savings in costs, sustainability in terms of reducing paper waste (currently at SUNY Potsdam, over 20,000 paper forms and 1,000 specialized envelopes are purchased annually), and quicker response times for instructors to receive the results of the surveys. In addition, electronic surveys allow for more anonymity, confidentiality, and security for the process, and have been found to substantially increase the quality and quantity of students' narrative feedback. While some have expressed very legitimate concerns regarding the response rates using electronic versus paper surveys, most research indicates that no difference is found in the overall rating of the course or instructor when comparing the two methodologies and that, once a new electronic system is fully operational, response rates become equivalent.

It is the recommendation of the Provost's Cabinet that SUNY Potsdam move to an electronic platform for the campus' Student Opinion Surveys, with the targeted implementation date of June, 2020. I have asked the CCI Board to make recommendations around the selection and implementation of a platform appropriate for our campus. Because it is already being used successfully with a number of SUNY Colleges, I've asked the CCI Board to first consider the adoption of EvaluationKit. This tool has already been vetted by our SUNY peers, and our adoption would allow us to join an existing cohort of campus users for support around

implementation and best practices. However, if a more viable platform can be identified, the campus can certainly explore other options. It's also important to note that, regardless of which electronic platform is identified, faculty members will continue to have the option to choose alternative formats for their course surveys; there is no mandate that a specific format, platform, or set of questions must be used. This change only applies to the Scantron service that has been coordinated through the provost's office.

I appreciate the work of the CCI Board around this important task, and look forward to exploring recommendations with the academic community through the Spring, 2020 semester. Open forums will also be planned to solicit input and to provide opportunities for sharing concerns, experiences, and innovations. If you have questions or ideas regarding this initiative, please don't hesitate to contact me directly.

Orientation Changes for 2020. Over the last year, a committee with cross-campus representation has been exploring options for our Summer Orientation including moving to a one-day Orientation for all students that is scheduled right before the start of fall classes. This recommendation has been approved by the President's Council and was enthusiastically supported by participants at this fall's Retention Summit. As a result, beginning in Summer, 2020 the format of New Student Orientation will be changing. New students will move onto campus on Thursday, August 27th, and a full-day Orientation program will take place on the Friday before classes begin. The traditional Welcome Weekend activities will continue through Saturday and Sunday.

This change in format will reduce the cost to students and their families, many of whom travel quite a distance to attend Orientation, and will provide multiple opportunities for the campus to engage with students throughout the summer. For example, instead of attending one overnight on-campus orientation session, students will now complete a series of informative online modules during June and July. During that time, each student will also be connected with a New Student Mentor to guide them through the onboarding process. Advising and registration will take place by phone by SSC staff and student mentors over the course of the summer months. Because the number of participants in summer Orientations has been dropping, therefore resulting in an increase in students who do not receive critical information directed towards student success, it is also anticipated that the new format will enhance our campus' retention efforts.

Bear Shuttle Hours Extended. The Bear Shuttle, which provides transportation from campus to various locations within the Village, will have significantly expanded hours next semester. As of Spring 2020, hours will be from 7:00am to 10:00pm Monday through Friday, and from

12noon to 10:30pm Saturday and Sunday. The Bear Shuttle is part of the St. Lawrence Public Transit College Connector program. The program provides hourly connections at Walmart to allow for transportation between Potsdam and Canton to support the educational and employment needs of students and the community. SUNY Potsdam students will be able to ride any public transit route within St. Lawrence County for free by showing their student ID. The schedule will be available at the start of the spring semester at <https://www.potsdam.edu/current/bear-shuttle>.

Student Vehicle Use Policy. Throughout the fall semester, the campus has been working with SUNY administration and SUNY legal to clarify the System's policies around students' use of state fleet vehicles, including both cars and vans. Based on these conversations, the campus is developing clarified guidelines regarding students' vehicle use. These guidelines will be distributed to the campus soon—watch this space for more updates!

Geoscience Garden. SUNY Potsdam is now home to a new *Geoscience Garden*, featuring boulders and rock slabs oriented to mimic the actual geology of Northern New York. The new outdoor educational resource is the only installation of its type in the SUNY System and within the region. Faculty from the Department of Geology conceived of the new Geoscience Garden as a permanent outdoor "classroom" and community resource for teaching field skills in a simulated real-world environment. The Geoscience Garden is located alongside Timmerman Hall. Faculty are finalizing informational signs and online resources to complement the installation. The Garden is designed to be a community resource, and can be used for high school class trip activities, local groups and by other universities.

Upstone Materials, a subsidiary of Barrett Industries, generously donated all of the specimens for the Geoscience Garden, which were chosen from Upstone's 12 quarries across Northern New York. In total, there are 49 rocks, totaling 48,000 tons, ranging in age from 1.1 billion years to 2 million years. *Page Quinton* (Geology) has led the Garden's development, with support from departmental colleagues *Michael Rygel*, *Sara Bier*, and *Kamal Humagain*.

Film Festival. On November 9th, the Department of Anthropology held its second annual *Digital Anthropology Film Festival*. The Festival featured performances by the Potsdam Pointercounts and Bear Witness Step Team as well as videos and vlogs developed by student interns, the Anthropology Club, and students in courses taught by professors *Faris Kahn* and *Timothy Messner*. Awards were presented for the Best Ethnographic Short and Best Archeology Vlog. The annual event is coordinated by *Faris Kahn*.

Bridging Cultures Mural. On Thursday, December 5th, SUNY Potsdam celebrated the installation of the *Bridging Cultures Mural* in the lobby of the Loughheed Learning Commons. The mural was created by the Chilean-American artist Francisco Letelier and student artists. Letelier led the collaborative mural project during a visit to campus last spring, as part of a unique exhibit of Chilean *arpilleras*, in partnership with the Art Museum at SUNY Potsdam and St. Lawrence University's Brush Gallery. The [Bridging Cultures Mural project](#) allowed students to work directly with Letelier on a mural connecting three decades of solidarity and cultural actions in support of human rights and democracy in Chile and Latin America, as well as current issues throughout the Americas. The Bridging Cultures Mural project ran concurrently with the "[Sewn in Protest: Chilean Arpilleras from the 1970s and '80s](#)" exhibition, which showcased the handmade Chilean patchwork tapestries at SUNY Potsdam's Gibson Gallery, in March 2019.

Spearheaded by *M.J. Heisey* (History), *Liliana Trevizan* (Modern Languages), and *Oscar Sarmiento* (Modern Languages), the exhibitions showcased *arpilleras*, Chilean patchwork tapestries from the 1970s and 1980s that depicted protests against human rights violations in Chile, but also the extraordinary efforts to care for families and communities, and to celebrate the joy of life. North Country Public Radio was the [media sponsor](#) for "Sewn in Protest" and the Bridging Cultures Mural Project.

Teaching Effectiveness Conference. On Saturday, November 16th, SUNY Potsdam hosted the annual *Associated Colleges of the St. Lawrence Valley Teaching Effectiveness Conference*. The focus of the conference was on Teaching Gen Z's, a critical issue in successful retention initiatives. SUNY Potsdam members of the planning committee included *Kelly Bonnar* (Public Health & Human Performance), *Susan Novak* (English & Communication), and *Shula Wunnava* (Business Administration). Potsdam members of the panel on "Conversations About Our Gen Z Students" were *Katie Agar* (DEI), *Sarah Lister* (PHHP), and *Kelly Bonnar* (PHHP).

The keynote address was given by Corey Seemiller, a faculty member from Wright State University who is known as a leading expert on Gen Z learners. She is the author of four books on the topic; her work has also been presented through [Ted Talks](#).

During her keynote, Seemiller provided the following insight into Gen Z students' instructional preferences:

- Demonstrated learning- Gen Z students want to be shown how to do something before attempting it themselves, and may ask many questions before attempting a task.

- Experiential learning- Gen Z students thrive on opportunities that are connected to their areas of passion and that are long-term in duration.
- Intra-personal learning- Gen Z students want time to reflect on their own and have time to process information; they do not typically like to participate in group work, particularly if they have not had time to first reflect independently on the assignment or topic.
- Social learning- while Gen Z students prefer to work on their own, they do like people around them while they are studying.
- Social entrepreneurship- Gen Z students desire to be part of social activism, and seek opportunities to be entrepreneurial in solving social challenges.

Given the relevance of the topic of understanding Gen Z students to our campus' efforts around retention, initial planning is underway for spring **Book Chats** using Seemiller's texts. More information will be coming soon!

EAB Resources. As part of our contract for the Navigate platform, the entire campus has access to free research resources from EAB (Navigate's parent company) through the Academic Affairs Forum. All campus employees can create an account with EAB to access these resources; to set up an account, follow these steps:

1. Go to the EAB's website, located at www.eab.com.
2. Select the "**Login**" link in the upper right-hand corner above the search bar. Select "**Create an account.**"
3. Use the drop-down menus to select the **Country, City, and State** where SUNY Potsdam is located.
4. Choose your **Organization Name** from the drop-down menu. Select "**Go to Step 2.**"
5. Enter your **Name and Contact Information.** Select "**Register Now.**"
 - Note: Be sure to use your SUNY Potsdam email address.
6. You will receive an email to your institutional email address. Click the link to **create a password** and confirm your account.

Once you are logged in, you can use the website's search icon to locate information on topics of interest (e.g., retention!). Included in the resources are downloadable research reports as well as on-demand webinars.



Potsdam Pathways

Pathways Update. The Potsdam Pathways Curriculum Committee has approved guidelines, processes, and submission forms for WAYS courses as well as the other Pathways designators. All of these materials are available on the [Potsdam Pathways](#) website, under the [Processes](#) link. Please let [David Curry](#), Interim Pathways Director, or the appropriate [WAYS Coordinator](#) know if you have any questions about how to submit your courses for Pathways designation.

Around the State/System

Clinton Community College Seamless Pathway. Ray M. DiPasquale, President of Clinton Community College, and SUNY Potsdam's President Kristin Esterberg recently signed a new Memorandum of Understanding (MOU) that conditionally guarantees admission to SUNY Potsdam for CCC students who successfully complete an associate degree. While not guaranteed admission to a specific major, this MOU creates a clear pathway for academically eligible CCC students onto our campus.

Electronic & Information Technology Accessibility (EIT). SUNY's Board of Trustees unanimously voted to adopt an [Electronic and Information Technology \(EIT\) Accessibility Policy](#) at its June, 2019 meeting. The policy, which applies to all campuses and System Administration, endorses the recommendations and final report of the SUNY EIT Committee. The policy framework recognizes that SUNY's increased reliance on technology across operations, student support services, and instruction necessarily drives a need to ensure that individuals with disabilities have equitable access to electronic information resources. Policy recommendations are designed to support compliance with state and federal law, including Section 504 and the Americans with Disabilities Act of 1990. Key policy requirements for campuses and System Administration include:

- Designation of an EIT Accessibility Officer as outlined in the EIT Committee report: The Chancellor will make this designation at System Administration and presidents will do the same for their campuses by no later than December 31, 2019; and
- Collaborative development of EIT Accessibility Plans: System Administration and each campus—via a consultative process that includes local faculty governance procedures—will develop plans, by no later than June 30, 2020. Each plan must include, at a minimum, the key program elements and standards described in the EIT Committee report.

SUNY Potsdam's EIT Officer and Task Force will be identified soon. More information on the EIT initiative can be accessed through SUNY's [EIT website](#).

OHRP's Division of Education and Development. OHRP released information about two exceptions to the single IRB review requirement in the revised Common Rule. Information can be accessed about the single IRB exceptions under the Cooperative Research provision and other important resources related to the revised Common Rule on the [Revised Common Rule website](#).

Navigating the Legal Terrain of Mental Health. SUNY's Office of General Counsel has announced that registration is open for a conference on *Navigating the Legal Terrain of Mental Health Issues on Campus*, to be held on **January 7-8, 2020** at the Albany Capital Center. More information regarding the conference and registration can be found at: sunymentalhealth.eventbrite.com.

Coffee and Conversation



A huge "thank you" to all participants of this semester's *Conversations!*
Your time, insight, and input have been sincerely appreciated.

As we plan for the spring semester, I am considering alternative formats for discussion and dialogue in order to increase participation. For example, I am planning to organize two lunchtime **Book Chats** around GenZ. I'd love to hear from you! Would you like to join a Book Chat? What additional ideas do you have for increasing communication and transparency? Please email your suggestions to me at bergerbs@potsdam.edu.

Applied Learning Workshop. On **February 7, 2020** SUNY is hosting a workshop to introduce faculty to a model for exploring the *SUNY Approved Applied Learning (AAL)* criteria as High Impact Practices. The event will be held at Nassau Community College in Garden City, NY. Topics included in the workshop will be methods and resources for integrating SUNY AAL criteria into existing curriculum and transforming existing courses to meet the criteria. An introductory video can be accessed [online](#).

The deadline for application to the workshop is **January 27, 2020**. The event is free for SUNY members. Apply at: <https://sunycpd.eventsair.com/aal020720/reg/Site/Register>. For more information, contact *Ann Emo* at emoar@buffalostate.edu.



Mark Your Calendars!

Center for Creative Instruction.

CCI Winter Workshop

Wednesday, January 22, from 10:00am to 1:00pm

In preparation for the spring semester, join us at the CCI for this lunch and learn event. The first half of the workshop will feature several tools that will help you thwart bad weather days. Learn how to create alternate ways for your students to participate from home when the weather is in the way. Each workshop topic will be covered for approximately 30 minutes and lunch will be provided for those that join us on campus, although you may also participate online by selecting that option during registration. Please register online for this event by **Monday, January 13, 2020**. This special event will feature the following:

- **Bad Weather Tools** (Relay, Teams, Skype for Business)
- **Tech Petting Zoo** (during Lunch)
- **Featured Tools** (Moodle Rubrics and Navigate)

In addition, the CCI will be open during the winterim. Please stop by anytime with your questions and/or come by on one of our special days listed below (register online).

- **Relay Day!** – **January 15th**: Learn how you can use *Relay* to create screen-capture tutorials and videos.
- **Teams Day!** – **January 16th**: Need a better way to collaborate with your group or committee? *Teams* is the tool and the CCI staff will be around all day to answer your questions.
- **Moodle Day!** – **January 21st**: You have Moodle questions and we have Moodle answers.

The CCI has a wide range of professional development activities planned for the spring (e.g. *The Allure of the Neuromyth* – facilitated by *Tony Betrus*). Come join us at any CCI event and enjoy a free coffee or drink from Minerva's Cafe. Be sure to regularly check the Events page for a full list of upcoming events, to watch an event you might have missed, or to **register online** (www.potsdam.edu/faculty/center-creative-instruction/events-calendar).

The Center for Creative Instruction (CCI) is located in Suite 106, Loughheed Learning Commons; or contact staff through cci@potdam.edu.

Career Day. Career Services is excited to share that the campus will be hosting *Career Day* on **Monday, April 6th** from **2:00-3:00pm** in Knowles Conference Center. Career Day is a large networking event which will give students the opportunity to get direct exposure to employers and practice their skills. It is anticipated that over 50 different employers will be attending the event. There will also be networking skill development workshops available to students prior to the start of the event. The benefits for students are numerous, as they will have the chance to learn about various career fields and gain mentorship from employers.

Faculty and staff are asked to encourage students to attend and/or to include the event in appropriate course syllabi. Please contact *Karen Kus-Misiak* at kusk@potdam.edu to register your class **by February 15th**. This event is open to all students. Your support in encouraging students' attendance is appreciated.

Coming Due

Loughheed Learning Grants. [Loughheed Applied Learning Grant](#) applications will be accepted from **February 1-15, 2020** for activities starting on or after April 1, 2020. This fund is intended to support faculty and staff activities that improve our ability to facilitate student participation in high impact and Applied Learning activities. For more information, please review the materials [online](#) or in [Moodle](#).

Walker Fellowship. I am pleased to announce the continuation of the *T. Urling and Mabel Walker Research Fellowship Program* for 2020. The purpose of this program is to encourage faculty from the region's 11 institutions of higher education to undertake research on critical issues confronting North Country communities, and to make recommendations for possible solutions. The program is designed to promote greater community-academic cooperation. Proposals that include a strong statement of support from a local individual or organization that clearly explains how the community will benefit from the project results will be given preference.

Funding for this program comes from the Campaign for the T. Urling and Mabel Walker Research Fellowship Program, which is administered by the SUNY Potsdam Provost's Office. A maximum of two research projects of up to \$5,000 can be awarded each year. The Walker

Fellowship Steering Committee will determine the amount of the award for each approved project. In the past, funds have been used to pay a student assistant, support travel costs and purchase software and supplies. Only in limited cases have funds been used as a stipend for the researcher.

Proposals are due by **January 31, 2020**, close of business. For further information and an application, please visit the [Walker Fellowship website](#).

Chancellor's Award for Student Excellence. It is time to begin the nomination process for the *2019-2020 Chancellor's Award for Student Excellence*. The Chancellor's Award recognizes model students who have integrated academic excellence with other aspects of their lives including leadership, athletics, community service, creative and performing arts, entrepreneurship, or career achievement. These students may have already received recognition from local, state, national or international organizations, and we would like you to include that information in the nomination process. In order to be eligible, a student must graduate between June 2019 and May 2020. SUNY Potsdam is eligible to send two nominations to System Administration for review.

Nomination packets should be sent via email to *Roberta Greene* at greenera@potsdam.edu **no later than Monday, December 16, at 12 noon**. Each nomination packet must include a letter of nomination, the nominee's resume, and no more than two additional letters of support. Incomplete packets or late materials cannot be considered. If you have any questions about this process, please contact Interim Dean of Students *Eric Duchscherer* at duchsced@potsdam.edu.

Drescher Leave Program. The campus has received notification that applications for the *Dr. Nuala McGann Drescher Leave Program* for Fall 2020 are currently being accepted. In order to be considered, all materials must be submitted to Human Resources no later than **February 7, 2020** close of business. To apply for the program, you will need to submit a Curriculum Vitae (no more than three pages) AND complete a Personnel Action Form (either Academic or Professional) found on the [HR website](#) (allow yourself enough time to secure the campus signatures on the form) AND the Drescher application form. Please visit the [website](#) for complete information on the program and application.

The Dr. Nuala McGann Drescher Diversity and Inclusion Leave Program enhances employment opportunities for employees who are preparing for permanent (professional employees) or continuing appointment (academic employees). Established under the Diversity, Inclusion and Equity Committee, this Program seeks to promote diversity, inclusion and equal opportunity in

SUNY's workforce. Preference will be given to employees who are under-represented on the basis of their protected class status including but not limited to age, race, creed, color, sex, sexual orientation, national origin, military or veteran status, disability, gender expression and gender identity. This Program also seeks to promote diversity, inclusion and equal opportunity for specific employees in a department, unit, program if the employee and the campus can demonstrate that the employee is under-represented in a particular department, unit or program. The types of support available include salary for a replacement for the duration of the employee's leave and other related expenses for research or study. In addition, the campus will continue paying the employee's regular salary for the duration of the leave.

Eligibility:

- Full-time, term employees who are in a position eligible for permanent appointment (professional employees) or continuing appointment (academic employees) and have at least a one-term renewal, or prior service credit.
- A campus endorsement for a full-time leave for at least one semester.
- A campus financial contribution of a minimum of 40% of the cost of salary for a replacement for the duration of the leave and a minimum of 40% of the total project or activity expenses. Joint Labor-Management Committee's funds that have been awarded to the campus should not be included as part of the campus' contribution.
- An acknowledgement from the applicant of an obligation to return to the campus for a minimum of one year at the conclusion of the leave unless this obligation is waived by the campus president or designee.
- A proposed project or activity that assists the employee in meeting one or more criteria established in Article XII, Evaluation and Promotion of Academic and Professional Employees, of the [Policies of the Board of Trustees](#). The employee must demonstrate:
 - How the project or activity relates to the employee's job and may assist the employee in achieving permanent or continuing appointment.
 - That the project or activity requires full-time leave from the employee's professional obligation for at least one semester and a maximum of one year, including but not limited to a summer.
 - That the project or activity can be completed prior to the employee's file being reviewed for permanent or continuing appointment.
 - A detailed timeline with dates for completing various phases of the project or activity must be included.

President's Awards for Excellence. The Employee Awards Committee is pleased to announce it is now accepting nominations for the *2019-2020 President's Awards for Excellence*. Please review the category, eligibility, and criteria information before you submit a nomination. Policy, nomination forms, and recommendation forms are on the [HR website](#). The deadline to submit a nomination is **Friday, December 20, 2019**, close of business. Should you have any questions, contact [Jennifer Murray](#) in the Office of Human Resources.

Virtual Conference on Special Education. The School of Education and Professional Studies will be holding its inaugural *Virtual Conference on Special Education* on **March 20th, 2020**. The conference aims to bring together pre- and in- service educators, researchers, parents, and students in the North Country and beyond to discuss evidence-based teaching strategies and effective inclusive practices to improve the learning outcomes and life quality for students with special needs. Sessions will be presented in a webinar format to allow for information sharing, discussion, and networking. Each session is designed for 45 minutes, with the first 20-30 minutes reserved for presentation and the remaining time reserved for Q&A and discussion. Registration for this online conference is free.

For this inaugural conference, organizers are looking for presentations that align with the following two themes: *Instructional Strategies/Intervention Practices* and *Inclusive Practices*. All proposals should be submitted before the deadline of 11:59 pm. (Eastern Time) on **Friday, January 31, 2020**. Questions about this call for proposals may be directed to the Proposal Review Chair *Allen C. Grant* at grantac@potsdam.edu. More information can be found on the [conference website](#).

Equity and Inclusion: A Gender, Sex, and Sexuality Studies Conference. You are invited to submit a proposal for the annual *Gender, Sex, and Sexuality Studies Conference* to be held at St. Lawrence University on **February 28-29, 2020**. *Equity and Inclusion* is a multidisciplinary conference sponsored by SUNY Canton, SUNY Potsdam, St. Lawrence University, and Clarkson University.

The conference organizers welcome papers that explore local, state, and national conversations, initiatives, problems, and solutions to equity and inclusion. Conference organizers seek diverse academic approaches—papers, creative presentations, posters, spoken word poems, and/or performances are encouraged. Students interested in participating should partner with a faculty sponsor—please see the submission webpage for more details. Community professionals and organizations are also encouraged to submit presentations. Building bridges between our community and our institutions of higher learning is an important goal of the conference.

Individual submissions are encouraged, but full panels will also be considered. Full panel proposals should include all paper titles, and authors' affiliations and contact information. Note that preference will be given to panels with diverse affiliations, because one of the conference goals is to encourage collaboration across colleges and communities. The Gender, Sex, and Sexuality Conference has an ongoing partnership with *Theory In Action*, publishing selected papers for a conference proceedings special issue. Papers presented at the conference may be considered for publication.

To submit a conference proposal for consideration, please send an abstract of no more than 200 words and a short biography to <https://bit.ly/2IOE3IF>. Deadline for submissions is **January 6, 2020**. For more information visit the [Conference website](#).

North Country Sustainability Day. The campus and North Country community are invited to participate in the [North Country Sustainability Day and Green Living Fair](#) on **April 3-4, 2020** at St. Lawrence University. [Curriculum development grants](#) are available to encourage the integration of the Fair into spring semester courses. Applications are due by **December 9th**. This educational and expo event aims to inspire and empower everyone to combat the global climate crisis by fostering a culture of sustainability across the North Country and beyond. Students, faculty, and staff from the Associated Colleges of the St. Lawrence Valley and Paul Smiths College will address issues of food and climate, and the Green Living Fair will feature a sustainability poster session and a community organization/vendor expo with demonstrations, workshops and tours highlighting technology, tools, programs to eat local, reduce bills, conserve energy and be climate-smart.

The event also features keynote speaker Leah Penniman of [Soul Fire Farm](#) whose farm combats inequality and provides naturally grown produce to low and medium-income families in New York's capital region. The Fair is free and open to everyone. Free public transportation will be provided to and from all local universities.

In Case You Missed It

Title IX and Affirmative Action Updates. The Division of Diversity, Equity and Inclusion (DDEI) would like to share important updates regarding the processing of complaints and investigations related to Title IX and Affirmative Action on our campus. Stacey Basford recently left her position as Title IX Coordinator and Affirmative Action Officer, to pursue another opportunity. SUNY Potsdam is commencing a search for a new Title IX Coordinator. The following interim measures have been put in place to make sure the College is in compliance with Title IX regulations:

Student Complaints

These will be received and processed by *Rachel Bayliss*, Assistant Director of Residence Life. Rachel's contact information is baylisra@potdam.edu.

Employee Complaints and Supervision of Investigations

Bernadette Tiapo, Chief Diversity Officer, will oversee the processing of employee Title IX complaints as well as the supervision of all investigations (students and employees), in collaboration with the Office of Human Resources. In addition to oversight functions, Bernadette will serve as the Interim Affirmative Action Officer. Bernadette can be reached at: tiapobs@potsteam.edu.

More information about policies and reporting options is available on the [Title IX webpage](#).

Compliance Training. Please be advised that responsibilities for compliance trainings for the College have shifted from the Title IX Office and are currently under the purview of the Office of Human Resources. HR is in the process of revamping online training modules which will be rolled out to the campus in the near future.

SUNY Potsdam's Ombuds Program. We are excited to announce that a new *Ombuds Program* has been established for the campus. This new program is a confidential, voluntary, impartial and independent resource for effective and informal interpersonal conflict management. Learn more about this program by visiting the [Ombuds Program website](#). Campus-wide presentations/question and answer sessions on the program will be scheduled soon.

Distinguished Faculty Ranks (2019-2020). The Office of the Provost invites nominations for the prestigious titles of Distinguished Faculty Rank, which are the highest ranks conferred by the SUNY System in recognition of outstanding professional achievements by SUNY's most accomplished faculty. Appointees are inducted into the [SUNY Distinguished Academy](#), leveraging their expertise in support of SUNY's mission and strategic priorities. **Please note that as part of SUNY's efforts to encourage greater recognition of SUNY faculty and grow the ranks of the Distinguished Academy, length of service requirements for DSP, DTP, and DL categories have been reduced to three years of on-campus experience.** (All ranks continue to require five years at full professor/librarian rank. Eligibility requirements for DP have not changed.)

Nominations are open for the following four *Distinguished Faculty* categories for academic year 2019-2020 (under revised guidelines as described below):

- The *Distinguished Professorship (DP)* recognizes national or international prominence through research and scholarship, or artistic performance and achievement.
- The *Distinguished Service Professorship (DSP)* recognizes a notable reputation for service to the campus and the State University, and to the community, state or nation. [Number of DSP nominations per campus determined by enrollment.]

- The *Distinguished Teaching Professorship (DTP)* recognizes outstanding teaching mastery at the graduate, undergraduate, or professional levels. [Number of DTP nominations per campus determined by enrollment.]
- The *Distinguished Librarian (DL)* recognizes transformational contributions in creating a new information environment and fostering information literacy.

Self-nominations are not allowed for Distinguished Faculty ranks. Therefore, in order to complete the campus nomination process, you will need to work with the person you are nominating to acquire the required materials. The [SUNY Guidelines](#) will provide some insight into these materials; however, you will not be assembling the complete SUNY nomination portfolio prior to campus review.

To nominate, submit the following no later than the **third Monday in January** (01/20/20 this year) to the President's designee:

1. Letter of Nomination (3-5 pages) addressing the criteria specific to the Distinguished Rank for which you are nominating this person. The letter must be on letterhead, signed by you, and submitted as a PDF via email.
2. Curriculum Vitae (please note the particular requirements in the [SUNY Guidelines](#), p. 11).
3. One Internal Letter of Recommendation (i.e., an individual currently employed at SUNY Potsdam; letter no more than 5 pages).
4. One External Letter of Recommendation (i.e., an individual not currently employed at SUNY Potsdam; letter no more than 5 pages).
 - a. For Distinguished Professor nominations, the current CV of the nominator is also required.
 - b. For all other Distinguished ranks, a one- to five-page detailed description of the nominator's stature is also required (to provide reviewers context for the recommendation).

For more information on DFR, as well as the scope of each rank and criteria for consideration, visit the [DFR website](#). Please contact the President's designee, *Jill Pearon* (Associate Provost) at (pearonjr@potdam.edu, x2079), for additional information.

Kudos

Distinctions. Please join me in congratulating our faculty on the following:

- *Greg Gardner* (Business Administration)- has been granted an Honorary Professorship from the Kyiv National Economics University.

- *Ivette Herryman Rodriguez* (Crane)- has recently learned of an upcoming performance of two of her original pieces for women's choir, to be performed at Carnegie Hall in April. The work will feature 180 voices and a guest conductor from Spain.
- *Savita Hanspal* (Business Administration) and *Sabel Bong* (EOP)- have been accepted into the SUNY SAIL Institute's 2020 Winter Leadership Retreat, focused on "*Leading Culturally Intelligent & Inclusive Campuses.*" This leadership event will be held at the Carey Institute for Global Good in January, 2020.
- *Lauren Jackson-Beck* (Director of College Libraries and Archives)- has been selected to co-chair the SUNY Alma/Primo Enhancements and Improvements Coordination Task Force.
- *Glenn Johnson* (Biology)- has been awarded a grant totaling \$477,326 (over 3 years) from the US Fish & Wildlife Service Natural Resource Damage Assessment and Restoration program (NRDAR).

SUNY Potsdam Favorite Professors. As part of the campus' annual Potsdam Appreciation Week activities, sponsored by the student group Emerging Leaders, the following faculty were voted as Favorite Professors:

- *Sara Bier* (Geology)
- *Laura Brown* (Secondary Education)
- *David Bugg* (Criminal Justice)
- *Karen Caldwell* (Business Administration)
- *Todd Canedy* (Theatre & Dance)
- *Pamela Charleson* (Inclusive & Special Education)
- *Kathleen Cleary* (Environmental Studies)
- *David Curry* (Philosophy)
- *Biman Das* (Physics)
- *Christine Doran* (Women & Gender Studies)
- *Marc Ernesti* (Music Business)
- *Allonah Ezro-Christy* (Modern Languages)
- *Claudia Ford* (Environmental Studies)
- *Libbie Freed* (History)
- *Patricia French* (Chemistry)
- *Laura Grabowski* (Computer Science)
- *Victoria Hayes* (Childhood/Early Childhood Education)
- *Tanya Hewitt* (Exercise Science)
- *Nils Klykken* (Music Performance)
- *Sean LaPlante* (Mathematics)
- *Matt Lavine* (Interdisciplinary Studies)
- *Sheila McIntyre* (History)
- *Timothy Messner* (Anthropology)
- *Kaamel Nuhu* (Community Health)

- *Emmett O'Leary* (Music Education)
- *Michael Popovic* (Politics)
- *Anna Sorensen* (Sociology)
- *Claire Starrs* (Psychology)
- *Carolyn Stone* (Literacy Education)
- *Timothy Sullivan* (Music Theory, History & Composition)
- *Joe Timmerman* (Business Administration)
- *Sabena Thomas* (Community Health)
- *Christopher Torres* (Exercise Science)
- *Jan Trybula* (Biology)
- *Kathleen Valentine* (Curriculum & Instruction)
- *Adam Wheeler* (Wilderness Education)
- *Michael Yeomans* (Art)
- *John Youngblood* (English & Communication)

Also to be congratulated are the following staff members:

- Favorite Clerical Staff Member: *Diane Billings* (Business Administration)
- Favorite PACES Staff Member: *Geraldine Klohr*
- Favorite Librarian: *Tamara Mason*
- Favorite Administrator: *Lisa Stewart* (SOEPS)
- Favorite Cleaner: *Kevin Bailey*
- Favorite Department: Residence Life
- Favorite Staff Member from Favorite Department: *Tanner Cooper*

Presidential Scholars. The Loughheed Center for Applied Learning and Office of Student Research and Creativity are proud to welcome our newest Presidential Scholars to our program, with gratitude to all the faculty who have mentored these young scholars towards this goal.

- *Marie Amell* (Art Education)- Faculty mentors: *Kathleen Mahoney* (Art), *Caroline Downing* (Art)
- *Grace Chesbro* (Anthropology & Spanish)- Faculty Mentors: *Faris Kahn* (Anthropology), *Lydia Rodriguez* (Anthropology)
- *Isaiah Cullum* (Archeology)- Faculty Mentor: *Timothy Messner* (Anthropology)
- *Jennifer Darlak* (History & Creative Writing)- Faculty Mentor: *Shiho Imai* (History)
- *Chanell Dudley* (Biology)- Faculty Mentor: *Jan Trybula* (Biology)
- *Clair Ezratty* (Music Education)- Faculty Mentor: *Axel Fair-Schultz* (History)
- *Karson Herne* (Psychology & Anthropology)- Faculty Mentors: *Claire Starrs* (Psychology), *James Fryer* (Psychology)
- *Sarahanne Jackson* (Biology & Psychology)- Faculty Mentor: *Nasser Malit* (Anthropology)
- *Madison James* (Theatre & Psychology)- Faculty Mentors: *Jay Pecora* (Theatre & Dance), *Claire Starrs* (Psychology)
- *Emily Massa* (History, Psychology)- Faculty Mentor: *Libbie Freed* (History)

- *Cara Navaretta* (Music Education & Music Performance)- Faculty Mentors: *Emmett O'Leary* (Music Education), *Jeffrey Francom* (Music Education)
- *Maria Wisniewski* (Psychology)- Faculty Mentor: *James Fryer* (Psychology)

Alumni Honor. Congratulations to *Liyuan Ji* (Chemistry alumna), who will be receiving the *Young Scientist Award* from the Society of Cosmetic Chemists. Liyuan's Potsdam faculty mentor was *Maria Hepel* (Chemistry).

Opera Award. SUNY Potsdam's Crane Opera Ensemble's world premiere production of Tom Cipullo's *Mayo* was awarded first place in Division VI of the National Opera Association's 2018-2019 Opera Production Competition: <https://www.noa.org/competitions/opera-production/2018-2019-winners.html>.

Stage director *Dean Anthony*, music director *Kirk Severtson*, and vocal coach *François Germain* led the November 2018 world premiere production of the Crane Opera Ensemble and Orchestra, which included more than 80 students in the cast, orchestra, and crew, and who were joined by guest artists Ben Edquist (*Mayo*) and Lisa Vroman '79 (*Miss Goodrich*). *Mayo* is based on the true story of Mayo Buckner, who at the age of eight was unjustly committed to a state institution, and lived a quiet life of dignity there for sixty years. Composer and librettist Tom Cipullo was awarded the commission to write *Mayo* when he was selected as the winner of the 2018 Domenic J. Pellicciotti Opera Composition Prize, which is made possible by the generosity of Dr. Gary C. Jacquay '67.

The Opera Production Competition is held every year by the National Opera Association, the national service organization for university opera programs, and is adjudicated on the basis of video submissions of live opera productions. Entrants are divided into undergraduate and graduate levels, based on the predominant age group or training level of the cast, and then further divided into divisions according to production size and budget. The Crane Opera Ensemble's production of *Mayo* was placed in the competitive graduate Division VI due to the size and scope of its production.

Do you have ideas or news to include in the next Provost's Corner? Be sure to let me know! Just email me at bergerbs@potsdam.edu.