



350 New Campus Drive
 Brockport, New York 14420
 585-395-2586 * 585-395-2006 (fax)
 senate@brockport.edu
 brockport.edu/collegesenate

Resolution **2021-22 #4**
College Senate

Supersedes Res #: _____

TO: Dr. Heidi Macpherson, College President

FROM: The College Senate:

RE: **→** I. Formal Resolution (*Act of Determination*)
 II. Recommendation (*Urging the Fitness of*)
 III. Other, For Your Information (*Notice, Request, Report, etc.*)



SUBJ: **Telecommuting Policy** (#16_21-22EC)

Implementation Effective Date**: _____

Signed: _____
(Dr. James Spiller, 2021-2022 College Senate President)

Date: 3 / 7 / 22

Signed: _____
(Dr. Eileen Daniel, Vice Provost The College at Brockport)

Date: 3 / 8 / 22

****Implementation of resolution requires final approval from SUNY, State Education Department.**
 ___ YES NO

Please fill out the bottom portion and follow the distribution instructions at the end of this page.

TO: Dr. James Spiller, College Senate President

FROM: Dr. Heidi Macpherson, College President

RE: **→** I. Decision and Action Taken on Formal Resolution (circle choice)

- a. Accepted
- b. Deferred for discussion with the Faculty Senate on ____/____/____
- c. Unacceptable for the reasons contained in the attached explanation.
- d. Comments: *NOTE THIS RESOLUTION DATES ITSELF OUT BY NAMING A SPECIFIC CHANCELLOR*

Signed: _____
(Dr. Heidi Macpherson, President, The College at Brockport)

Date: 3/23/22

DISTRIBUTION:

The College Senate will forward the resolution signed by the College Senate President to the Vice Provost for determination as to whether the implementation of the resolution requires final approval from SUNY-State Education Dept. The Vice Provost will then forward the resolution with that designation to the College President. Upon approval, the College President will forward copies of resolutions to his/her staff who will, in turn, forward copies to their staff and to the College Senate. The College Senate Office will post resolutions to the College Senate Web at <http://www.brockport.edu/collegesenate/resolutions>.

**COLLEGE SENATE OFFICE
RESOLUTION PROPOSAL COVER PAGE**

DEADLINE FOR SUBMISSIONS: January 31

For full consideration during the academic year

- Complete this cover page. Email it along with all relevant files created in MS Word to senate@brockport.edu.
- Your proposal will be made into an ADA compliant PDF, will receive page numbering and a routing number, and will be forwarded onto the appropriate committee chair(s).

Routing Number <i>Routing # assigned by Senate Office</i>	16_21-22EC
This Proposal Replaces Resolution	
Revision Date(s)	
Anticipated Effective Date:	

Title of Proposal in Title Style

Proposal to Endorse SUNY University Faculty Senate (UFS) 189-03-1 Telecommuting Policy Resolution

Brief Description of Proposal

Proposal endorses UFS resolution to urge Chancellor Malatras and the unions to work with GOER to extend and make permanent SUNY's telecommuting policy, with an emphasis on flexibility and productivity, while drawing on stakeholder input.

Effect on Transfer Students

n/a

Proposer Information

Executive Committee

Senate Office Use Only

<input checked="" type="checkbox"/> Executive Committee	Forwarded To	Dates Forwarded
Standing Committee	Standing Committee	10/28/2021
<input type="checkbox"/> Equity, Diversity and Inclusion Committee	Executive Committee	
<input type="checkbox"/> Engagement & Enrollment Planning & Policies	Senate	
<input type="checkbox"/> Faculty & Professional Staff Policies	Passed GED's go to Vice Provost	
<input type="checkbox"/> General Education & Curriculum Policies	College President	
<input type="checkbox"/> Graduate Curriculum & Policies	OTHER	
<input type="checkbox"/> Student Policies	REJECTED -WITHDRAWN	
<input type="checkbox"/> Undergraduate Curriculum & Policies		
NOTES:		

To: SUNY University Faculty Senate
From: Operations Committee
RE: Resolution: Increase Flexibility in Telecommuting Policy and Work Plans
Date: 189th Plenary, October 7-9, 2021
Location: Online
Resolution #: 189-03-1
Vote: For: 27 / Against: 13 / Abstain: 2

RATIONALE:

WHEREAS the SUNY Workplace Flexibility-Telecommuting Work Plan, developed during the pandemic, which was recently amended and extended, will expire on December 31, 2021; and

WHEREAS a stable faculty and staff is essential to delivering and maintaining a quality on-campus student educational experience; and

WHEREAS without the ability to work remotely, there will be a negative impact on morale, work-life balance, and the ability to retain and recruit diverse faculty and staff; and

WHEREAS other state-system schools have put forth dynamic and effective telecommuting policies^{2,3,4,5} that benefit employees and have demonstrated cost-savings; and

WHEREAS students will benefit from increased access to flexible instruction and campus resources and the example set by their educational experiences on SUNY campuses which may reflect the workplace of the future they encounter as alumni; and

WHEREAS in response to the New York State Climate Leadership and Community Protection Act (CLCPA), SUNY has a stated mission and goals to move SUNY campuses towards a sustainable future^{6,7} and allowing flexibility for remote work plans is a potential space-saver; and

WHEREAS the current SUNY Workplace Flexibility-Telecommuting Work Plan creates burdensome and inflexible work requirements; and

WHEREAS the response to the COVID-19 pandemic was proof of concept that allowing flexibility for remote work can be optimized for enhancing instructional delivery using advances in educational technology;

RESOLUTION:

THEREFORE BE IT RESOLVED that the SUNY University Faculty Senate supports the Chancellor's and the unions' efforts thus far and urges them to continue to work with the Governor's Office of Employee Relations to

- develop a more flexible policy designed with stakeholder input;
- focus on flexibility leading to productivity rather than formalized strictures for telecommuting policy;
- extend the SUNY Workplace Flexibility-Telecommuting Work Plan beyond December 31, 2021; and
- pursue a permanent policy.

¹ https://drive.google.com/file/d/15Qa_Oz17f1d2GgYKvXmZJCFeDRzAQkRO/view

² <https://hr.berkeley.edu/policies/policies-procedures/university/telecommuting/policy-statement>

³ <https://hr.uic.edu/telecommuting-policy/>

⁴ <https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/telecommuting/>

⁵ <https://hr.unc.edu/employees/policies/flexible-work-arrangements/>

⁶ <https://www.suny.edu/sustainability/goals/>

⁷ <https://sustainabledevelopment.un.org/partnership/?p=257>

Approved UFS resolution also available at <http://www.sunyufs.us/approved-resolutions.html>

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