



**Hudson Valley Community College
Faculty Association, Inc.**

**Survey of the Membership on Campus Governance
Issues**

September 2022

**HVCC Faculty Association
Survey of the Membership on Collective Bargaining and Shared Governance**

September 13-18, 2022 (N= 149)

SUMMARY RESULTS

Do you believe the President of the College respects the faculty?	Yes 13 (8.78%)	No 135 (91.22%)
Do you believe the President of the College is open, honest, and transparent in communications and decisions affecting the faculty?	Yes: 8 (5.41%)	No: 140 (94.59%)
Do you believe the administration is committed to upholding our collective bargaining agreement?	Yes: 15 (10.07%)	No: 134 (89.93%)
Do you believe the President's leadership positively impacts the College's organizational climate?	Yes: 16 (10.74%)	No: 133 (82.26%)
Do you believe the current administration makes decisions and manages College funds to benefit students and instruction?	Yes: 18 (12.33%)	No: 128 (87.67%)
In your view, does the College administration demonstrate a belief in, and respect for, shared governance?	Yes: 9 (6.08%)	No: 139 (93.92%)
Do you believe the Faculty Association membership should vote on confidence in the President of the College?	Yes: 114(76.51%)	No: 35 (23.49%)
If asked by the Association, would you be willing to contact your local elected officials to discuss campus governance issues at the College, or to participate in an informational picket, or attend a Board of Trustees meeting?	Yes: 99 (68.28%)	No: 46 (31.72%)

Member Comments: pages 3-46

1.)Do you believe the President of the College respects the faculty?

Yes 13 (8.78%)

No 135 (91.22%)

Why/Why not?

- It appears that the Admin is now the central braintrust of the whole college so that faculty (and professional staff) are do. There's no respect if we are not seen as experts to drawn upon.
- I think this is a tough question. In some aspects I think he has respect but I believe it took too long for the contract to be finalized.
- Our contract is sub par for the current economic climate. The president and Vice presidents all got massive raises, over 30%. Faculty gets 2%.
- I trust my colleagues who spoke out and were castigated for stating facts.
- Numerous examples of "the President wants x" with no rationale or discussion as to why x is good or that perhaps an alternative to x might be better.
- When he speaks of the faculty he portrays a negative demeanor when referencing the faculty on numerous occasions. He has made changes with no regard for our contracts.
- He has consistently treated us with disrespect and created a culture of disarray and conflict. Anyone who dares to disagree with him is fired (we've seen it over and over) and this creates a culture of fear. He has spoken harshly to us many times, publicly, including at FWD in 2020 and this was all going on well before the pandemic, which he has not handled well. Also, the fact that he said he doesn't care about morale is just the final straw for me. He needs to go before he does more damage to the campus community.
- A combination of his comments, policies, and behavior indicate that as a leader he does not respect faculty.
- I think he sees us as expendable tools, and when someone disagrees or expresses a contradictory opinion, they are disciplined.
- The way that our last faculty contract was initially met by the College's negotiation team and subsequent tactics and length it took to negotiate greatly influenced my belief that the President of the College disrespects the faculty. Additional reasons such as: numerous unilateral decisions (e.g., initial Fall 2022 COVID decision HVCC to not follow SUNY policy, etc.), publicly admonishing the faculty (i.e., Fall 2021 All-College Mtg), unwillingness to meet with FA representatives, etc., have further influenced and solidified this belief.
- Only because we are important. Respect/disrespect is close to 50%
- I do not believe the President respects anyone that does not do exactly what is told and or questions his decisions or policies. I have been privy to sitting in meetings where he would spew out accolades to DC's and faculty only to find out they were terminated and escorted off campus. Some giving well over 15-20 years of service to the college.
- I would say, it is selective. There are members that have a good rapport with him. But overall, there is less open communication or the initiative to consult them as a group, before taking decisions.
- The fact that the faculty contract was delayed for so long indicates we're not a respected unit.
- Comments he's made, actions regarding the college (ex. negotiations, increase in admin while pushing Fac retirements, etc), personal interaction with him. I would argue he does not respect employees overall.
- Hiring and firing practices, negotiating practices, condescending speech, inappropriate behavior
- He regularly uses sweeping mandates ignoring the contract, issues and concerns of faculty. His 'need' to have a very significant raise while faculty received a minor one speaks to his self idolization.

- there have been numerous actions and behaviors that lead me to believe that he has no respect for us (sadly, there are too many to list)
- Comments in All college meeting which were insulting and condescending to faculty. Decisions made without consulting faculty.
- I believe that the choices he makes reflect a concern for himself and, perhaps, senior staff. I am not sure he respects what we "in the trenches" do on a daily basis to keep Hudson Valley the fine educational institution that it is.
- He has shown his disrespect in what he says about us in his public speeches. I feel he believes we block his effort to do what he wants.
- He does things without considering the faculty or the implications to the faculty
- Comment made during the all college meeting in September 2021 was very disrespectful and discouraging.
- every interaction is poor, would not shake my hand when we first met, arrogant.
- his attitude and actions during the contract negotiations and the recent letter to a faculty subgroup concerning the COVID policy. He also did not attend nor send a message at the first faculty Senate meeting.
- I believe that the President has established an adversarial relationship with the faculty and the FA. Rather than partner with us, praise us for successfully navigating the most challenging time in the college's history, he instead admonishes us for sharing "rumors" concerning his lack of effective leadership and misuse of college monies.
- I believe that he respects some faculty but not all
- His actions have shown that while he may respect the faculty in some ways, in other ways he does not respect or at least fully understand the faculty.
- The executive committee of the FA treats adjuncts and new hires horribly. The only reason the adjuncts got a raise was because of Dr. Ramsammy.
- His attitudes and failure to communicate or interact with the faculty, as well as various veiled threats and accusations thrown around at meetings, show his true colors.
- He actively lies about us to other administrators and the board of trustees. He belittles us. He never appreciates all the work everyone has done to get through covid. He's very disrespectful.
- To an extent I believe he does. I do not believe he likes the union.
- Not protecting campus community with COVID policies and actions. Getting rid of quality people.
- He seems dismissive and only needs us when he needs us.
- Not based on the facts that were presented. Personally little interaction with him.
- No respect or appreciation for faculty and all that we do. We received no raise or even a thank you in the academic year 2019-2020; the year in which the pandemic hit. His behavior at the all college meeting was disgusting, degrading and insulting. He is not a leader.
- He appears to make College-wide decisions (that influence the faculty) without communication with the faculty.
- His actions.. no shared governance
- The College announced that there will be limited online classes but later on turned around and allowed online classes when there is a demand from students. This happened in the summer of 2022. As a result, faculty members are notified of the online classes late and a lot of us cannot teach due to poor planning from the College. Also, every student needs to be vaccinated for COVID before coming to class unless they have a valid medical/religious exemption. Needlessly exposing faculty and staff members to COVID is irresponsible when there are clear steps that are easily taken (get vaccinated!!)
- No, not at all. He chastizes us, talks down to us, and blames us. He stopped by my office when he first came and chatted about the weather, and I asked my office mate, "What's THAT about?" and she said, "He's checking up on us." He doesn't care about teachers or their contracts. He wants us to work weekends, early mornings, summers, not respecting our time and the quality of teaching we want to provide.

- I believe he has very little respect for all staff. From the very top down, there is very little communication, staff are given very little input and respect, people that disagree with the higher administration have been harassed and pushed out of the college since Ramsammy started working here, and many other reasons.
- To call out faculty at the All College Meeting about Middle States the way he did (in a public setting) was so disrespectful.
- It is clear in his actions of intimidation and pressure.
- Makes changes without consulting or communicating.
- In general, no. He may respect us as teachers, but his actions indicate he does not respect us as members of shared governance. His actions indicate he does not respect anyone who has a place at the shared governance table who does not subscribe to his beliefs and support his actions. He and senior admin who support him try to silence those who disagree through both legal and illegal actions.
- We were called obstructionists and there is a breakdown of communication.
- more often than not faculty have to ask for a seat at the table when committees/task forces are implemented, and when granted the faculty are chosen by him / administration vs the faculty at large; 2- he expects much more than what faculty are contracted to do and offers no compensations / protections in return; 3- he never genuinely thanks faculty for their work, that by nature goes above and beyond what is required; 4- he treats faculty as dispensable and if they don't do what he wants, he will keep looking / hire others who will, with no regard for their legitimate / contractual concerns willing to be discussed for consideration of the ask; 5- he compares faculty to himself and implies they are somehow less worthy of value or respect if they don't teach 5+ days a week and make themselves available to students 24/7
- The tone he has set on campus as a result of proposed changes he has stated (apart from consultation with faculty), The content of his speeches, especially those of late (very condescending in my opinion), and the fact that he spends the college's money frivolously while faculty need hired help!
- Only the faculty that he can develop a quid pro quo relationship with. He does not appear interested in any opinions but his own.
- Just look at the negotiations for a new contract. 0% raise?
- Based upon evidence presented at FA meeting
- He continues to do things behind the faculty's back, without checking with the faculty. He makes decisions that impact faculty without our feedback/opinion when we are the ones on the front line, talking to students everyday. He cares about making money, and that is the bottom line. I have never felt valued as an employee at HVCC since I began working here. He also berated up at the all college meeting and berated advisors who are critical for retention.
- He admonishes faculty at every opportunity, including at Faculty Workshop Day (which is a day dedicated to giving the faculty a break and honoring us for what we do). He blames us for any downfalls the college has, but he does not thank us or praise us for all we have done to keep classes going throughout the pandemic (and on a regular basis).
- Logical approach to programs, academic integrity of programs and support for students is declining through seemingly arbitrary reconfiguration of departments. Scolding in public statements is too frequent.
- he refuses to share important information with the faculty, cancelled all college meeting, spreads false info about the union
- I do not feel he respects the faculty because he does not care about this college. During COVID he waived students from placement testing before being registered for classes which impacts how faculty handle these students who are not ready for courses. This is something that is still continuing today.
- It seems like his actions often undermine the role of the faculty. I was shocked to hear about the faculty member who was given 30 days to leave and escorted off campus due to very minor issues.

- At the first Faculty Workshop Day he spoke at, he indicated that it was a day off for faculty, said he had "been there, done that" and would spend his day working hard. Faculty members value and learn a great deal from each other and Faculty Workshop Day facilitates that. His comments were offensive.
- I am new this semester so my selection is based entirely on what I have heard from colleagues.
- His actions (I am discounting all of his hearsay comments since those can't be proven) lack transparency of his decision-making and seem to discount our opinion in campus governance across the board.
- It is very clear in his actions and behavior.
- Total disrespect for the Union and its policies.
- He has often spoken in meetings about how faculty don't deserve the pay that they get. And they shouldn't be getting raises.
- He has verbally berated the faculty in public settings. He has slashed budgets to the detriment of the college's academic quality. For instance the library's budget has been so drastically slashed it is short staff especially regarding qualified librarians with masters. The library hours have been cut drastically limiting students access. And while department budgets have been slashed and faculty positions eliminated he has spent money foolishly on non-essential items such as painting the exterior of buildings, new picnic tables, a putting green, and evergreen trees around the parking lots. This does not include the amount of money he has spent on his own office, etc. He has hired people to administrative posts that are not qualified for their post such as the vice president for academic affairs. He has consolidated departments making them too large to be functional and with no academic relationship to one another.
- But he has a weird way of showing it.
- He tries to get rid of anyone who does not agree with his decisions. His action when it came to getting rid of department chairpeople by consolidating departments is a perfect example. We need more department chairpeople to help us do our jobs, not fewer.
- Actions speak louder than words. He says we're in this together but he takes action as a dictator rather than a member of a community.
- little consultation between administration and faculty
- I don't believe he respects anyone on campus. Those who do what he asks are rewarded, like good puppies retrieving a stick.
- Reorganization without input, ignoring the union agreement on numerous occasions, disrespect at the All College Meeting, not following search processes, etc. Really too many items to list.
- This fact has been obvious since his tenure began.
- On an individual basis I have found him to be very nice and respectable. I think he respects teachers as "teachers" but believes that the overall administration of the school is really not part of a teachers job description. I sense that he does not believe teachers have the "overall" picture of what is involved in running a school. I somewhat agree that a teachers primary job is "teaching." Of course when it comes to salaries and things that directly effect the classroom then teachers have to get involved.
- No interaction with us disrespects our faculty association the all college meeting where he spent the whole meeting yelling at us
- 1)There was no recognition for the pivot we had to do for the pandemic. 2) Condescending in meeting 3) Holding annual meeting at times knowing that faculty will not be able to attend (e.g. this upcoming meeting with luncheon). Why? Because we teach. We have scheduled meeting times at 2pm on Monday. Why is he not holding the meeting then? Instead of the lunch, he can have a reception with some genuine snacks and sandwiches. This shows me that he really doesn't want us to attend. 4) He has done many things that have gone against the contract, which shows that he has no respect for faculty's work environment and contract with the college. Every step there's is a grievance. Seems like a challenge. Makes for a hostile environment. Bottom line: He is out of touch! Most unfortunate...he doesn't care.

- I'm only clicking yes so I can continue the survey. This is so not a yes/no question. He is more capable than discussing issues for an academic audience than most presidents/principals I have worked under -- opposite of condescending -- though i believe we may be witnessing his learning curve in making decisions WITH the Faculty Association. We are at a time in history -- a few decades into the erosion of unions -- in which such a stunted learning curve is less of a surprise.
- Not willing to give us a decent raise, not willing to work with our union. His disdain and lack of respect were so obvious at the last all college meeting. He is a politician. He does what makes him look good and gets him media coverage, not what is best for our students, our school or our faculty.
- I believe that he has made efforts to recognize faculty and staff with special functions to bring light of their efforts, and his requests have been turned down by our association leaders
- He has told the faculty that he doesn't care about morale, stifled contract negotiations for longer than was necessary, disregarded and even violated collective bargaining agreements made in good faith with the faculty union. The list goes on.
- The president has repeated on several occasions that he is not concerned with faculty morale or opinions.
- He says all the right things when you speak to him but his actions suggest a lack of respect.
- His remarks in the fall 2032 all college meeting couples with his proposal that we sign a ten year contract with zero cost of living increases.
- He does not respect shared governance.
- He has demonstrated that he will overrule the opinions and wishes of faculty members who know best what their programs need, in order to implement his own goals.
- I was asked to give a student a pardon for missing the final exam because her father was a local politician
- His way or the highway. Does not negotiate in good faith. LIES!
- There is no shared governance. He acts as if we're a dictator, disregarding processes and contractual obligations.
- There is a clear focus on making decisions in a vacuum, not caring what other key players on campus hold as values or priorities. With this being the case, it is impossible for there to be a true respect for faculty.
- Lack of raises, creation of giant departments, disbanding of programs.
- I have no specific experiences with the President.
- Previously submitted verifiable materials
- The way he talked to us during the all college meeting basically saying we do not do a good job and and we do not do enough. In addition, he continually ignores our contract and the association has to correct or grieve the issues.
- The pay raise agreed upon is actually a significant pay cut with the inflation rates.
- He has literally said that he does not.
- Each time I have heard him speak at an All College Mtg., he has found a way to demean the work done by the Faculty.
- He doesn't take our opinions into consideration, his reorganizations have lead to much uncertainty, removing many department chairs is questionable at best, etc
- He does not engage the faculty in meaningful and transparent shared governance on topics of importance.
- He has created an environment of distrust, paranoia, and concern for our positions
- He is distant and aloof. I also do not care for the way that he talks to female faculty.
- He might think that he respects the college, but if he truly did then he would respect all aspects of the college, including the faculty.
- Has done nothing to thank us, reprimanded us during all campus meeting and Faculty Workshop Day. Does not attend any faculty-led functions or student events that cameras are not present
- Actually this is a difficult question to answer... I would say as much as many of our past presidents have... there does not seem to be (in my opinion) any real effort to highlight to the general public what faculty are doing both

on and off campus nor encourage faculty to pursue initiatives that would benefit the college as a whole... both of which would likely help with enrollment numbers (as opposed to looking overseas for students).

- He is a serial harasser to start, and does not respect the work of the faculty, or the importance of shared governance. As an adjunct at another institution, the faculty received an email weekly from the college president praising their hard work during the spring 2020 semester. We received one email at the end of the semester at hvcc. At the all college meeting the president claimed he never left his office as if we should be impressed he sent emails while we were teaching students.
- Disrespectful by: Lack of communication Non recognition during our push to go online during Covid During All College Meetings, yells and demeaning comments Disrespectful of our contract
- Our current contract says it all.
- I haven't been here that long, but in what I have seen, just going against SUNY policy to remove the COVID mandate alone without consulting anyone else is disrespectful. Not to mention putting faculty at risk.

2.) How would you describe the President's leadership style? Please comment.

- autocratic, paranoid, manipulative
- I'm not sure how to respond this question. I think in some aspects he does well wanting to move the college forward but I do not agree with the cut/dry approach of hire/fire.
- Manage by FEAR. All controlling.
- While seemed well intentioned at start in became chaotic.
- He wants change, which is good. What is not good is that instead of asking for ideas, it is a push of what he wants...period.
- Aggressive with no regard for long-term outcomes for the community.
- Authoritarian. Again, we've seen him get rid of people who disagree. Dean Vega comes to mind and that is just one example. This create a culture of fear. It does not create an atmosphere of shared governance. Plus, the administration constantly makes decisions without our input, like the vaccine issue over Summer 22 that didn't even need to be an issue.
- Autocratic
- He is very used to taking charge with great ideas... but at his pace and at his discretion.
- Agree with him on everything: you'll be rewarded. Disagree: disowned
- I would definitely describe it as an authoritative leadership style. He seems to do what he wants with little real input from people who disagree with him and for his personal interests vs. what is best for students, faculty, staff, and the community.
- Authoritarian. My way or the highway.
- Autocratic/Authoritarian.
- Having created some good connections and programs, one can tell that he does have the idea to bring new options. However, the lack of communication and consultation takes away from shared governance.
- Unilateral and often lacking foresight
- Authoritarian
- Autocratic
- Authoritarian Disconnected from Faculty and students Antagonistic Self-serving
- Authoritarian
- authoritarian
- By fiat, not discussion or collabote at least towards faculty.
- dictatorship ... "my way or the highway"
- Authoritative.
- Not willing to listen
- I am not sure President Ramsammy is a leader. Inherent in the definition of leader is the phrase "the person who convinces other people to follow." I have yet to hear Dr. Ramsammy utter any words that would make me want to follow him.
- Autocratic. The absolute worse qualities of an autocratic leadership style.
- Autocratic
- abrasive

- Dictatorship with no real results.
- aloof. big on lunches and breakfasts, but does nothing meaningful with faculty. likes publicity.
- He doesn't lead, he dictates
- Adversarial
- Abrupt, authoritative

- It's hard to say, but, overall, it seems like the college as a whole has been on a decline in the last few years; perhaps that is not his fault, but it's still a problem and a reason for concern.
 - He has recognized the talent among the faculty and staff. We have never had so many promotions from within. He also drained the swamp of people who weren't doing their jobs.
 - Authoritarian. Runs the college like a corporation. Misleading. Disingenuous. Secretive, underhanded, corrupt. I could go on.
 - Absent
 - Dictatorial. He's a megalomaniac. Tyrannical; you get the idea.
 - Dictatorial, autocratic
 - Non-inclusive. He makes decisions without input from the College community. It appears that he makes decisions based on personal gain, not the College's best interest.
-
- More Lavish than mine.
 - Progressive
-
- blinders on
 - aggressive, negative, non-inspiring, unwelcoming
 - Authoritarian
 - Top-down
 - Backhanded. Says one then then does another
 - Autocratic
 - authoritative/dictatorial
 - Dictatorial. At times rash - moving from one decision to the opposite quickly. Bulldozing - will move forward on something he believes in no matter the opinions/thoughts/concerns of others in the College community.
 - dictator, he asks for zero input in decision making and does not share governance
 - A bit haphazard. Poor planning and not anticipating students/staff needs.
 - Dictatorship
-
- Authoritarian. Rules with an iron fist. I have a hard time believing that he is more interested in helping students than he is in getting his name in the paper.
 - I would have to describe his leadership style as authoritarian .
 - Condescending
-
- Shoot and ask questions later. Anti Union, anti shared governance.
 - Authoritarian. What he says, goes.
 - A democratic leadership style is where a leader makes decisions based on the input received from team members. so, that's not it! Autocratic leadership is the direct opposite of democratic leadership. In this case, the leader makes all decisions on behalf of the team without taking any input or suggestions from them. The leader holds all authority and responsibility. They have absolute power and dictate all tasks to be undertaken. There is no consultation with employees before a decision is made. After the decision is made, everyone is expected to support the decision made by the leader. There is often some level of fear of the leader by the team. The autocratic type of leadership style can be very retrogressive as it fuels employee disgruntlement since most decisions would not be in the employees' interests.
 - Authoritarian. I'm honestly not completely familiar with all the actions he has taken to improve the college. But, I would assume some of those actions have good intentions and

some have helped the school and the students. Yet, some of the actions he has taken require the input of faculty, staff, and students of HVCC as well as members of Rensselaer County and SUNY, which he did not seek. Maybe it was lack of knowledge that others' input was needed to make a decision, maybe it was ignored. But, after experiencing multiple situations where others, such as our union, have taken action to demonstrate he did not have the authority to make unilateral decisions, one would think he'd be more proactive in seeking out which decisions he can make unilaterally and which require shared governance. It seems he is specifically trying to hide some of his actions and decisions. Once someone appears to be deceptive in his actions, they lose my trust.

- He has an authoritarian leadership style that tries to control all steps and processes on campus with little or no input from faculty or other groups on campus.
- Authoritarian. I feel we aren't listened and he doesn't ask for our input.
- dictator; self-serving; lack of communicated vision; autocratic; no concern of any opinion other than his own; surrounds himself with "yes" people and appears to terminate those who voice opinions that may challenge his to keep it that way
- Narcissistic/dictator
- Anything but Democratic. He doesn't appear open to outside input from people he considers in a lower position of power.
- No clue.
- It seems as though a lot of administrative decisions are made over the summer when FA is not meeting
- There is no leadership in any way. I have never witnessed such low morale at a college. We never hear from him, we never see him (unless there is a photo opp of course). We maybe get one email a year "thanking" us for our hard work. The pandemic was an absolute mess and I did not feel safe or that my safety was a priority. He has his "yes men" in the upper admin that are in his back pocket, and they will do whatever he says. His leadership style is non-existent. I have never once been asked for my opinion on any of the big decisions that impact me as an advisor and an adjunct faculty.
- Aggressive when it comes to faculty; oblivious about what the college needs/what would best serve students
- laissez faire....doesn't really have a handle on the important aspects of the college
- Not open to faculty.
- Autocratic and with significant "magical thinking" - ideas are not grounded in plans, facts, or experience and often require others to scramble to figure out how to make things happen
- Dictatorship.
- he acts like a dictator
- Horrible and transparent as a brick.
- Bullying
- He seems bullish. Like, "my way or the highway."
- Completely detached from faculty.
- Like a dictator unaware of student and faculty roles and challenges.
- authoritarian
- No comment/too new.
- Boldly looking outward to find new sources of enrollment, ignoring anyone in the community who has an opinion or suggestion that runs counter to that worldview.
- Authoritarian
- Authoritarian
- Authoritarian and underhanded
- Authoritative/Dictatorship/Dismissive of Most

- Corrupt and dictatorship under the guise of charisma
- Insulting. Ineffective. Delusional.
- It seems to be a "top-down" style with decisions made with lack of input from affected parties. This started right at the beginning of his taking over the presidency at HVCC. While many of his ideas/policies may seem to be good for the college (and probably are), the "trickle-down" to those of us in the trenches leaves a little to be desired. It would be nice to have more explanation of how policies implemented at the presidential level will be executed by those affected and how they will benefit our students.
- His style is definitely a top down management style. It is far from collaborative, and there is a real possibility HVCC will fail Middle States because of that.
- Dictator.
- Narcissistic
- autocratic
- That is difficult to discern as it seems he is rarely involved with the faculty. Seems as though he holds himself above faculty.
- Leaders inspire people with the vision, helping them to not only see it, but want to work toward making the vision a reality. The president is a Boss, and the worst example of one. He simply decides that his vision is the direction we need to go and then tells everyone to get in line and make it happen. Those who don't are seen as problems to be removed and not people worth getting on board. His "inner circle" includes one person... himself.
- Autocratic at best. Data is not used to make decisions and there is no shared decision making, which is required by Middle States.
- I would not call it a "Leadership" style, per-se. This is a top down hierarchal business-model that does not work well with the HVCC campus community. Zero connection to the campus.
- Irrelevant
- He is a bit "authoritative" but he does listen to faculty and students.
- Dictatorship. He leads by fear. He surrounds himself with people who don't contradict, disagree with, or question him. If they do any of these things, he admonishes them and/or fires them.
- Dictatorship: My way or the highway. Faculty are scared to speak for repercussions. Furthermore, if this happens in Senate as we have evidenced, then where is shared governance? Shared governance is an utopia under this president.
- Authoritarian
- As Mao-Tse Tung said when asked if the French Revolution was successful, it's too soon to tell. Signals of both accessibility and imperiousness; true of most college presidents I know.
- Oppressive Dictator.
- In the beginning he was very visible and in classrooms making his presence felt....but again was forced to stop by our faculty leaders
- His leadership style appears to be oppositional, defensive, aggrandizing, and impulsive. He seems to try out ideas and policies without input from relevant stakeholders, and thus many of these ideas do not result in positive or beneficial results for the college.
- Very top down with little room for discussion. Comes from the school of "Don't clutter up the discussion with facts, as I've already made up my mind"
- Disregard for faculty.
- Divisive

- I do not see him as a leader. He does not lead in meetings and seems to hand off responsibility most of the time. He seems more like a photo op leader than someone who actually wants to do the work.
- Dictatorial. Trumpian.
- Bullying, surrounding himself with administrators who are sycophants.
- His way or the highway.
- Bulldozing dictator
- Dictatorial, no ones opinion matters but his.
- Authoritarianism
- Top-down, self-serving, unilateral
- Brusque
- Bulldozing dictator. He seems to put little thought into the appropriateness or even legality of his actions.
- Not data-driven, bully to employees
- Dictatorial. His way or you will be dismissed.
- Authoritarian
- Behind the scenes Puts up a good front
- it seems like he is administratively oriented.
- Authoritarian, Autocratic, Dictatorial
- Dictatorial. More interested in inflating his own reputation than he is in helping HVCC.
- Authoritarian
- Unguided
- Autocratic
- Chaotic and autocratic. He throws uninvestigated ideas out, demands immediate response, and abandons them.
- He is very taciturn. Moreover, after four years here I still don't know what his plan is.
- Dictating style.
- incompetent, inconsistent, at times malicious
- Top-down with decisions made by very few (some who have very limited institutional knowledge).
- Ill-informed and authoritative. Making friends with the likes of [local politician] and other laughably corrupt losers is no way to lead an institution.
- I believe he is a dictator, and he believes that is opinion is the only one that matters. If you disagree with this president he will eliminate you from your position if he can.
- All about him
- Bully, dictatorship
- Trump. Useless and divisive.
- I think he is a careless leader. He strikes me as many other "leaders" I have worked with do. They are looking for "cultural capital". They like to have power. They feel that if they are the "President of an great institution" is gives them this strange clout in the community, when they really don't care what goes on within the institution as a whole. He creates anxiety when he drops "nuggets of knowledge" at places like the Staff BBQ over the summer noting that we are moving to a 4 day work week and some of us will have to work at HVCC North. Okay, you say that and walk away, create fear and then just end your speech without elaboration or a plan.
- Excellent- lots of positive changes
- He acts like a dictator

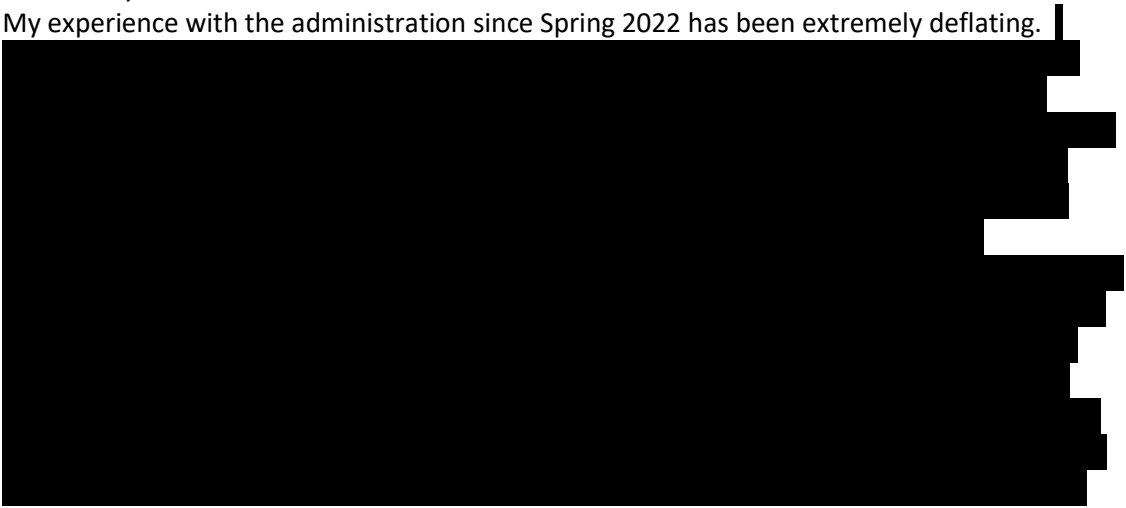
- Abrasive

3.)Do you believe the President of the College is open, honest, and transparent in communications and decisions affecting the faculty?

Yes: 8 (5.41%)

No: 140 (94.59%)

- When's the last time anyone has seen an Academic Senate proposal from the admin that provides dialog and input? Everything seems to be a report our of what 'we' are doing.
- Many changes, purchases, agreements, and decisions that affect individuals and the college were not communicated.
- It has been unfortunate that he is not always willing to work with the faculty..
- That's the main problem. We just want to be in the loop, but he seems bent on ignoring us.
- Definitely not. He seems to do what he wants with little real input from people who disagree with him and for his personal interests vs. what is best for students, faculty, staff, and the community. Not consulting the faculty before making the decision to not follow the SUNY COVID policy for the fall was outrageous.
- I think we are all aware of the past year's poor decision making and, in my opinion, unethical and perhaps even criminal actions of our President. Our administration is a far cry from transparent. Communication is lacking on every level. We do not have an honest administration. We have an administration which lost sight of what we do best-serve the community and every student who attended HVCC. Decisions were made without any input from the Chairs and faculty.
- There were too many changes that happened, specifically people reassigned or shifted or removed, that was not communicated clearly shortly after he took the position and still continue to a certain degree today. How are we supposed to work as a cohesive college when different departments keep being rearranged but no one it told about the changes?
- The FA has this well documented I feel
- Recent news regarding vaccination and his handling of it support my thought.
- I feel like he is fulfilling his own agenda ... and I feel that we only find out what he wants us to find out
- From what I hear and what I read, Dr. Ramsammy often makes decisions and then communicates. Someone who is open and honest and transparent sits down with his staff/faulty and makes decisions with them not for them.
- I believe he feels he doesn't need to be because then he may find some people opposed to what he wants to do. He wants done what he wants done and doesn't feel he needs the input from others.
- Can't really answer
- My experience with the administration since Spring 2022 has been extremely deflating.



[REDACTED]

Everytime i log in to social media and read the chronicle i see some administration employee getting a promotion [REDACTED]

- Nobody has any idea what is going on at any time.
- rarely communicates with faculty about decisions.
- From the information we have all heard, if it is all true, there is not enough transparency (unless somehow the President's actions have been unfairly misrepresented or misconstrued?)
- The executive committee of the FA was NOT open, honest and transparent in its actions regarding whether or not we were concerned about dropping the vaccine mandate; went ahead with a grievance without consulting the members; and then sent press releases that appeared to represent this membership when we were never consulted. You did exactly what you claim the president was doing. The hypocrisy is stunning.
- I couldn't say NO louder if I tried.
- Definitely do not trust a word he says.
- There is no transparency
- Not based on the facts that were presented.
- As made clear by the evidence put forth at our Sept 12th faculty association meeting. As made clear by the camera situation in the Science building.
- absolutely not, I worry for my job everyday
- I qualify this with a major caveat. Perhaps he did not know about the surge in demand for online classes. So I will be watching closely if he allows more online classes to be held,

especially in the summer. Either don't allow it or allow it - don't be indecisive because it causes a lot of pain for the faculty and students.

- Apparently he tried to affiliate himself with that unaccredited college in Aruba without relaying information to us. He didn't tell us he was installing cameras. No.
- None of this. He tried to fight the SUNY system. We were told that safety protocols were in affect when we came back from covid to find dirty classrooms and when there were on campus infections, the only way we knew was when rooms where closed for decontamination. Pathways was a joke, they clearly took the 25K grant money from SUNY, acted like they were being progressive and then used it to fire people and DO NOTHING TO HELP STUDENTS GET INTO PATHWAYS. When the county asked for financials from the college, he refused to disclose the information that should be public. Now they've broken up the All College Meeting so that they can disseminate different information to different people. He won't provide proper staffing for the student facing population, but gives big raises to his team & has hired himself lawyers on the publics money to try to cover up his shady doings.
- I could not provide an example of transparent communication or decision making affecting the faculty.
- Decisions come down to the little people as orders. I have personally never been asked for my opinion or advice
- It's hard to know if something affects the faculty when we're not even made aware of his decisions. We don't even know what's in the agreement with the "medical school" in Aruba. Does it affect us??? Besides the decisions of which we're unaware, there are plenty of examples that demonstrate his lack of transparency and honesty.
- No, from the points Sid gave in the Association meeting.
- what he says and what he does rarely coincide which is extremely suspect and frustrating as it results in zero trust, tremendous fear of maintaining one's job, and decreased desire to bother being involved in any of the organizations/processes that exist to allow for open discussions, real considerations, and ultimately checks and balances for the good of the college, its constituents, and its community.
- The evidence presented most recently at the FA meeting. The number of decisions made without any input. Most recently overriding SUNY's Covid vaccine policy. It seems it's only when he is "caught" that he readjusts decisions
- So many decisions and staff changes were made without any communication with the faculty.
- There is nothing transparent, open, or honest about the president. We do not know of big decisions that will impact us until they are already made. Faculty were completely disrespected when the upper admin made the decision to not require the vaccine and did not include our association in that conversation. WE are the ones in the classroom, not him. And when SUNY forced the president to reverse the policy, who is left to clean up the mess? Advisors. We were told a WEEK before classes began that the vaccine is now required. We take the brunt of the pissed off parents and students when we did not have any impact on these decisions. Same with changing the reg calendar last minute, changing the drop for NP day the day of the drop. There is ZERO communication and ZERO transparency. Everything that this college does feels shady and sneaky and just a money grab. The fact that the county wanted to see the breakdown of expenses from all of his "recruitment efforts" in other countries (as he is using tax payer money to go on vacation, essentially) and that HVCC will not cooperate, speaks volumes. Missing covid money. A bulldozer purchased and then put into surplus so he could buy it for \$1. I could go on and on. I have never seen a professional staff with such distrust for their college president.
- He doesn't include faculty in many decisions that should include faculty.
- Too often there are surprises at the academic department level

- no, he criticized faculty at all college meeting, does not share important information like travel or his contract
- COVID vaccination requirement - no one was asked about this nor was it discussed. Roger promotes his pal's and anyone in his inner circle while ignoring everyone else.
- It doesn't seem so.
- There is a list of issues that were surprises to students, faculty, staff, the HVCC board, and SUNY. He actually works against the system in place. What is SUNY gaining by allowing him to remain?
- I am new but it is clear that communications are not open and transparent.
- He is not transparent with any groups on campus at all - in this way, he is not treating faculty different then he treats staff or the Board of Trustees.
- Not in the slightest.
- I think we have enough evidence that doesn't happen with anybody on campus
- Same as above
- The President is not necessarily dishonest, but it seems that communication channels between the administration and faculty have broken down even further. It would be nice to know what faculty input he requests regarding decisions that impact the faculty.
- The President has lied about many things including negotiation issues and is not willing to discuss issues with our FA board.
- To the president, faculty are pawns who have no value other than filling a role.
- There is very little communication between the faculty and the president. I believe he knows very few faculty members by name. Maybe he could have an open channel of communication such as a community online forum or a direct email to him that he would take the time to respond to.
- Everything I've heard him say has a small grain of truth in it, but it is all spin. "Transparency" is what he shares with the BOT, which is so distorted as to make an awful idea sound like the best plan ever.
- Travel and spending is just one example. Also, he has collaborated with a school that isn't accredited that was not communicated.
- I believe his decisions/behaviors answer this questions. If the answer was "yes" we would not be considering this action.
- I believe he is hampered by middle-management people who give him bad advice and do not truly follow his lead on many issues. I blame a certain "clique" in middle management that cause problems and try to get their own way about everything. This has been a longtime problem with certain VP's and Deans doing their "own thing" and misleading the President.
- We know nothing! We don't have the semester meetings that would give us a sense either of his initiatives.
- Again, yes and no. The last two years have seen complex situations requiring quick decision-making. Transparency is tough. In general, I have not doubted his honesty. The incident with the security escort may be the first complicating factor I have received in that respect; unsure if it pertains to the honesty spectrum (though worth returning to in another conversation).
- Absolutely not. I think he is sneaky and not trustworthy.
- Unequivocally no, actually. It seems the President is allergic to asking for faculty input, especially regarding decisions that directly affect the ways we teach, interact, and support our students.
- The president has made clear that in the end, his opinions are the only ones that matter.
- There is nothing transparent about what he does. Everything seems to happen behind closed doors and then the campus is told about decisions.

- The cameras in classrooms were being installed with no prior notice to or discussion with faculty. Same with this year's vaccination policy debacle. Decisions get made behind closed doors without consideration for or communication with the most vital cog in the machine that is this college, the faculty.
- There is no transparency or open communication with the faculty. He intimidates and micromanages.
- Subversive tactics - he lives under the radar-
- He likes to make the appearance of being communicative with his coffees and town halls. However, he acts without regard to shared governance.
- Communication is rarely timely, honest, or open
- See the examples already provided by other faculty.
- When we do hear things it is usually through rumors to start, then something will come out after information has been "leaked".
- He has done things and lied about them and he has done things and not told us about them at all.
- His admonition to "watch what we say to Middle States.....We don't want to get written up," speaks volumes.
- He asks for no input, surprising faculty with a major change every term at least
- One of many examples, the recent decision to not require student vaccinations.
- Communication from faculty is not welcome unless it is praise. I'd say that communication is too down, but that's not even true as I feel that there is no communication. There is no transparency. There is no desire to work with faculty.
- I believe that he is self serving and surrounds himself with sycophants of no particular talent.
- I believe there is a large lack of transparency.
- There is no communication. Lots of ad hoc, spur of the moment decisions without any input. Lies.
- At times perhaps, but lately (re: immunization requirements) no.
- Absolutely not. The reorganization of the college has gone on beyond closed doors. There's a marketing instructor as DC of criminal justice, a technical DC as the VPAA, and someone who can't interpret data as the head of institutional effectiveness or whatever the new name is today.
- Has a hidden agenda
- I've never heard anything from him.....

4.)Do you believe the administration is committed to upholding our collective bargaining agreement?

Yes: 15 (10.07%)

No: 134 (89.93%)

5.)Do you believe the President's leadership positively impacts the College's organizational climate?

Yes: 16 (10.74%)

No: 133 (82.26%)

- Rule by fear.
- I do not like the mega departments. Many of these new departments don't make sense to me. I worry constantly working in a small department whether we will have jobs every semester.
- The President's leadership has impacted the climate of the organization in a negative manner by not being open and transparent with the organizational community.
- It is extremely difficult to operate in an environment of fear of reprisal. Please refer to [member's] email to the faculty as an example. However, I do think that he has some extremely positive and innovative ideas for growth. It is unfortunate that we cannot share in the decision making and be a part of these initiatives. I think he had an opportunity to motivate and lead the college toward a period of growth in a very challenging environment, but failed because of his leadership style and attitude toward employees.
- This is difficult to answer... because he is great with the students and not forthcoming with the faculty... He has a difficult time understanding and respecting union organizations.
- I don't think scolding the faculty is an effective leadership style.
- He seems to have a few folks in his immediate circle. And I was initially baffled and continue to be amazed by the lack of leadership experience that the people in those leadership positions possess (e.g., [vice president], etc.). Faculty feel disrespected. I watched many long-term, committed employees withdraw from committees, advisor positions, etc., in response to the disrespect demonstrated.
- His leadership style requires him to be right. I don't believe he has trusted advisors. If he is wrong, the college suffers and he moves on. I believe he may be a short time looking for his next job.
- The morale on campus has never been lower. The climate has never been solemn. Staff is overworked and underappreciated. When you run into faculty or ask how they are doing, you get the same answer, "I am getting by and just trying to hold on." Students are not getting the support they need. Offices are understaffed and phones do not get answered. Areas that lost employees due to retirement, resignation, and or termination, are not being restaffed. These decisions have greatly impacted the entire campus climate and morale.
- Quite frankly in multiple units/unions on campus it appears as if employees have the attitude of "the beatings will continue until morale improves"

- I think he is more self serving
- Campus mood is palpably negative due to his decisions
- Non-collaborative, quick decisions are made with potential negative consequences. Not seeming to recognize faculty value despite the fact we are the product here in a meaningful way and expecting
- the climate at the college is somewhat hostile ... faculty seems to have the lowest level of morale that I have seen in my 14 years on campus
- Fear and retribution.
- Anyone whose staff changes as frequently as does his cannot be having a positive impact on the College.
- Too many changes in admin personnel and organization of departments. Confusing, disorganized not stability He seems to also belong to many outside organizations as if to garner influence and status.
- I think the admin looks for loopholes to get their agenda through
- please see comment above
- Everybody I talk to says the climate is TOXIC. We lost very good people because of this.
- what do you mean by organizational climate?
- Morale has never been lower during my 20 year tenure here. I don't think the administration factors in the negative affect this has on faculty and students alike.
- I don't think he is necessarily fully responsible for the organizational climate, but the morale at this college seems to be quite low and it has been for quite some time. It feels like my work and efforts are not valued by some in the upper level administration, even though many individual employees seem to respect and value it (which is appreciated).
- As stated above, he has promoted deserving individuals from within the college community, including faculty. Three deans started as faculty, as did the VPAA.
- I was a full-time employee and am now adjunct that works full-time elsewhere, and it is 100% due to the organizational climate created by this president.
- Everyone who is not protected through collective bargaining is afraid of him firing them. Heck, he tried to do it to a tenured faculty member.
- Micro management, surveillance, yelling at subordinates, lying, using funds extravagantly on projects that are unnecessary and wasteful, I could go on and on.....
- single focused on his vision
- It is building silos
- Sadly, there is little interest in the experience that faculty and staff bring to the table. We are expected to do what we are told without question.
- Again, the President must be firm in his decision. Yes means yes and no means no. He cannot pick yes and then say no and vice versa.
- How can a person positively impact a climate when he is not positive himself?
- I was hoping he would leave after his four years. Now I'm brushing up the resume to look for colleges with decent leadership that actually care for the students. I care more about helping students and not being scared and miserable at work than I care about retiring early. We are not appreciated and a BBQ with a bad sound system (where we can't even hear what [President of the College] is saying) isn't going to change that.
- It is hard to move forward with initiatives because priorities keep changing.
- More and more there seems to be an imbalance of admin to faculty. As a community college how can faculty serve the community if there are less faculty and less classes/programs.
- We are working in a climate of fear
- Morale is terrible. People want answers.

- It's become top-heavy. There is a decrease in DCs and faculty. It limits the voices of the people who serve the college, namely the students, faculty, and staff.
- This is a hard question to give either a yes or a no response. I truly believe that he wants the college to move in a forward direction but because he doesn't ask for or rely on the input from faculty, the direction is not the best path.
- quite the opposite; his "leadership" seems to call for an excessive number of highly paid administrators, with yearly contracts and zero protections, who he can use as scapegoats should any of his decisions on things go wrong; meanwhile taking all of the credit himself for any positive doings being implemented by the team. In the time he has been here, there has been no sense of vision or feeling of collaboration amongst impacted constituents with any real efforts to include employees who may have the expertise, data, and/or willingness to offer a challenging view for all to consider before just rubber stamping what the President is asking for.
- His dictator ship style. He's a parent lack of concern for unity this resulting in what looks like his contentment with division
- We seem more divided as an organization than at any other time I've been here.
- This is the worst college climate I have ever been a part of. The morale is so low here. Everyone is quitting. No one wants to be on the ship when it sinks. The best employees are leaving because they are not appreciated, are not paid enough, and are sick of the BS. ALL of the people that I was hired with have now quit. You would think that admin would see the issue once every good employee quit and went to UAlbany instead, but we will continue on the same ride and will never get off. HR has no one left, Fin aid has no one left, advisors are quitting left and right, it is a MESS and a TOXIC work environment because of the President's leadership.
- divisive, manipulative and uninformed
- there are frequent reorganizations, people who aren't qualified getting big promotions, and departments that are too big
- He does not care about his impact on the campus nor does he care about morale of faculty.
- It is much, much worse. Morale is at an all-time low. Other administrators used to refer to HVCC as a family. That has not been the case in years.
- As a new faculty member, I can say definitively that the climate is not good.
- Morale is low because most of us are in the dark about what is ahead - on purpose, the central admin choices are outside of our view, again, on purpose.
- Unwillingness and/or inability to work with, or even consult with, faculty (and other units).
- People are not at their best when working under fear.
- Self-serving actions/behavior
- But actually only maybe. Morale is not what it should be in large part due to the administration's tactics.
- The President has made things harder for faculty to get the assistance and backing they need from supportive department chairpeople.
- Egotism. The president wants what's best for the president not the college.
- I honestly believe all of us are creating a toxic environment through negativity currently. It seems as though the faculty administration and the president are not open to working in a positive manner together to better the colleges atmosphere. Blame falls on both parties.
- Toxic is my go-to word, but I know people in high places who readily admit that the President treats his "inner circle" like dirt, and (seriously) expects them to be on-call 24/7.
- His leadership style creates fear and demotivates individuals
- The exact opposite. As an alumni and faculty member for nearly 25 years, I hate to say that I don't even recognize Hudson Valley Community College anymore.

- Communication is an issue
- He has to be aware and watch his back with some of his top management people and he has not done that. Bulmer was stronger in this regard and even he had some problems with sabotage.
- No! It is negative. People do not feel comfortable to speak their minds in an open forum because they fear repercussions. Where is shared governance? I don't know how well he does with the outside and promoting HVCC, but it is irrelevant.
- Deceiving
- I hate these yes/no questions. See Answer #3
- Initiatives to increase enrollment
- The organizational climate is constantly in flux under the President's leadership. Faculty, administrators, and staff have been terminated, demoted, or moved to different departments in an effort to "re-organize," but instead these decisions have made the college less organized. This makes communication between all college offices challenging, especially if these offices have new staff every month.
- DC's have been largely stripped of power; they have little control over their departments. Rules appear overnight and shared governance means we get told we have to comply.
- The animosity between faculty, employees and administration has gotten progressively worse over the years.
- Of course not. The college had an institutional culture of fear. It is practically Orwellian. The president can personally call up the phone logs of NTPs and can personally check when staff and faculty swipe into the parking garage. A tenured faculty member was summarily dismissed and matched off campus for minor errors. This leadership is tyrannical. Furthermore the president is not an inspiring leader. He blames us for low enrollment while squandering the college's money on far-flung (both geographically and conceptually) programs abroad, many hundreds of miles from the community we're chartered to serve.
- Bully, manipulative, disrespectful, dishonest.
- Morale on campus is at an all time low- I've taught for 29 years at HVCC
- Not only our organizational climate but our reputation in the community is being affected by his behavior.
- I have been on campus adjunct and full-time for over 30 years and I have never seen the morale of the campus lower than during President Ramsammy's presidency. I feel people are intimidated by his leadership after witnessing what happened to several colleagues with being fired and escorted off campus. In addition, the many colleagues that simply left on their own because they no longer were able to work in this environment.
- Not only is he violating contracts, making unilateral decisions, making poor decisions and ignoring the tenets of shared governance but he is also pitting employees against each other.
- He has created an environment of fear and intimidation.
- More administration and constant turn over in administration and DCs. I'm in a supersized department and feel I cannot access my DC. Not because of their unwillingness but the demands on their time makes access a burden on them and difficult for me.
- He has created a toxic work environment
- I believe his style has created an administration that does what he wants all of the time.
- Organizationally yes...positively impacting the college community (and associated climate), no.
- There are so many changes to the org chart faculty cannot keep track. The unilateral decision making harms the college, students, and faculty. Deliberately failing to comply with SUNY's vaccine policy was an embarrassment to everyone who has worked hard to make the college what it is (or was).

- Administration follows his lead
- I have been here for almost 20 years and I am currently looking for another job. Something I thought I would not do.
- I think there are too many departments under too few chairs. I also think that hiding "cuts" under "not replacing a line" is hoey and everyone sees through that.

6.) Do you believe the current administration makes decisions and manages College funds to benefit students and instruction?

Yes: 18 (12.33%)

No: 128 (87.67%)

- Too many decisions create the optics of self-serving. Putting green? Alumni house? Academic/DC reorganizations that don't make sense with SUNY Pathways? Constant attrition in advisement and other academic support while Admin keeps growing in number and wages?
- The president Stole money from the foundation for a special program, money I had earmarked for a specific department.
- I think so but not sure - should have had an "I do not know" here
- Unable to comment as most of that is kept secret.
- We need support staff to benefit students and instruction. We need to have more services on this campus before worrying about another campus.
- No. For example: I would like to see how the funds used to purchase his house have benefitted the students in any way.
- Again... difficult to answer... I've seen him complete incredible projects that benefited students enormously.. but again it's back to the union and faculty issues.
- Where is all the money going? All I've seen is they've planted some trees and painted some buildings white. That costs money, but we got a lot of aid from the state and federal government. What is it being spent on?
- Again, the President seems to do what he wants with little real input from people who disagree with him and for his personal interests vs. what is best for students, faculty, staff, and the community.
- Absolutely not. Look around at the areas that are there to support students. They are understaffed. Budgets were greatly cut, yet we continue to give the President's inner circle administration promotions and raises, titles, etc. Yet, the Print Shop, Book Store, Library, etc... are operating with limited staffing due to hiring freezes. It is endless the discrepancy between the two worlds.
- When brought to question, it was mentioned that there are different pools of funds for different purposes. That was the explanation about the beautification. It would be interesting to know where the travel funds are coming from.
- Long-established resources that have had good reputations at HVCC -- like our library, IT services, and especially academic advising -- are now woefully understaffed and under-resourced, to our students' significant detriment.
- I'm not sure
- I am particularly concerned with the college's distribution, or lack thereof, of federally-funded but unused "COVID money." I am personally aware of several local colleges, including a community college, that have provided their unused money to both students, to defray the financial burdens imposed by the pandemic, and faculty and staff, in the form of small bonuses to compensate for the increased workload that was required to navigate the transition to remote learning, especially in the first year of the pandemic. HVCC has not done so with either of these constituencies. I am very curious what was done with this money, especially given the President's financial profligacy in other areas.
- Funds spent to benefit current administration. More administrators with half the number of students, and perks and salaries benefitting administration not faculty

- Classroom equipment, classroom spaces and staffing should always be number one. Infrastructure that does not support this should only be considered in its impact on students.
- I have heard rumors about some of the president's expenditures (golf cart, bathroom, etc)
- Again, my opinion is based on hearsay, but if, indeed, the Foundation is subsidizing a new home and vehicle for the President as well as a personal gym and putting green in his suite, I do not believe the money that we have worked to put into the Foundation is being used appropriately.
- It's all about the photo opp.
- Not sure how not hiring personnel for essential student services (financial aid, library, CAAT etc) is helping students. Not sure when giving information at student tours every second sentence says " you can go to our website" and why there is a lack of face to face conversations. And why when a student goes to the department for a question, they are told to go the website? Not sure how taking away the space, where students use to be able to play frisbee and other sports to relax, and building a putting green that is only benefitting those who like golf is helping to anyone.
- I do, but don't understand how many foreign students we will get
- I have pictures of our simman (our high fidelity simulation mannequin) that has been in our program since 2011. He was purchased in 2009 but we didnt start to use simulation until 2011, when i was the creator of the sim course we now use BEAPS at the time. The mannequin is falling apart, so much as there are paper clips holding pieces together. The students pay for and need these lab resources. Its ridiculous
- This is yes and no. Some of the admin does. Others do not and spend it on items not necessary. Yet we get a crap raise, they get large raises and new pine trees that die anyway.
- plenty of new desks and computers, but technological problems every day with equipment.
- The President and administration has spent college dollars on programs that do not directly benefit students. Also, it is insulting to faculty and staff to spend college monies in such ways while offering a measly 2% raise when the rate of inflation is 9%. In effect, the College has asked everyone to take a pay cut as our pay increase doesn't come close to the increase in the cost of goods and services.
- Not at all. Just look at where the money is going. That shows where the priorities are - or are not.
- Of course they do. Just look around.
- So many needless campus improvements and expenditures and this college can't even offer \$50k to an instructor, regardless of previous experience? It's a joke.
- Arborvitae, putting greens, new buildings up north, expensive presidential bathroom renovations do not aid students or instruction.
- Students first.
- I understand the bureaucratic b.s. that money in this pocket can only be used for x, y or z, but.....
- Necessary positions that support faculty and students are not being filled
- Putting green???? But seriously, there're more administrative positions but fewer f/t faculty and cuts to budgets.
- Not sure.
- he hires more VP and reduces faculty and support staff
- This is an easy one. The College is there to make money. Plain and simple. If students want online classes, they should offer it and that's that. There is no need to pretend that they wanted in-person class but the money trail leads to online classes being held.
- This a school; it's not a business. This is not about numbers. Or making a name for himself. I honestly don't believe he cares about students. What decisions does he make that supports

them? He's creating big signs and planting trees, which look great, but what does it do for education?

- I feel like none of them know what they are doing (except for [administrator] and [administrator]) and all they are interested in is making the school pretty and getting their pictures in the paper. What we need is long term knowledgeable staff and supports for students to retain students. I wouldn't recommend this college to any family members. One person in financial aid over the summer.
- The last few major projects to spruce up the campus with trees lining the perimeter, new gate entrance and info screens coming into the college, parking and wayfinding doesn't add much to benefit students and instruction...it's all cosmetic. Those funds can be used to actually make a difference if used for lab equipment, training, computers, student services, tutoring, library resources and staffing.
- As demonstrated by his expensive trip out of the country.
- Not our students. The high school students attended classes for free, books and all. It is my understanding that 0% of those students enrolled in classes after they graduated. And, I don't know enough about the out of country students to comment. Look at the organizational chart. Something needs to be done about staffing! Short staffing in financial aid made it very difficult for our students to process for the fall semester. Attention wasn't given to this concern!
- From what I understand, there seems to be money, time and energy going to communities other than the greater Capital District. While, I believe it is honorable to help other communities, it should not be at the expense of our community. I'm curious to learn the reasoning for his decisions to expand to communities in other countries. Is it to bring money to our school? Does the school get federal money for doing that? Is it to get money from the other communities? Is it to help those communities in need? Is it to make a name for our school? A notch in our belt? I'm also curious to learn the outcomes of the actions to expand to other countries.
- I think that some of the programs that we support require a great deal of resources. For instance, heavy equipment (cherry pickers, large vehicle for construction) programs. Those vehicles are tremendously expensive. I am fine if we get this equipment donated or subsidized by construction firms/companies but I don't feel our college should be financially responsible.
- "beautification" and excessive administration over students and instruction has been disgustingly thrown in our face after their constant claim of the College not having any money to be able to provide faculty, or any of the 6 collective bargaining units, a raise to even be close to that of the increased cost of living, despite all they did to carry HVCC through the COVID-19 pandemic and the fact that they are the ones who are actually working with the students. Disheartening examples include, but are unfortunately not limited to, the ridiculously expensive signs (with the main one not even lighting at night to see it's Hudson Valley Community College), trees (hiding us from what or who exactly), new administrator positions and their unnecessary updated office furniture, the small putting green vs continued community wide usage of the ice rink, the new house for the President with excessive amounts of personnel, cameras, etc., the numerous vehicles for the President (why is more than one needed or needing to be funded by the College?), and the list goes on and on...
- Much of the money spent looks to improve only appearance, as well as for his personal benefit. We need to lift the hiring freeze, and with those funds we can.
- I haven't seen any additional money go into these areas.
- lack of transparency regarding spending on trips outside of the country, projects on campus that don't benefit the students

- Everything this college does is to make money. They DO NOT care about the students. Faculty, advisors, support staff - we care about our students and advocate for them everyday. I have not seen one decision made here that has positively impacted students (the only good thing is new furniture for students to use in the campus center, that is it). We got a new archway which was not needed, we continue to recruit international students that we have ZERO support for once they arrive (we legitimately only have ESL advisors, no international office that helps with the enrollment process, nothing. It is up to advisors and faculty to help them), we have ZERO diversity initiatives for our very diverse campus, but somehow we have a diversity officer that I have never seen do anything (but gets paid \$90k a year). I cannot think of anything we have done to help students without also trying to make money. We got rid of the suspension and dismissal academic policy... so now that now just keeps students here in a gpa hole they cannot get out of but they continue to spend money on classes, so that's all that matters, right? Why kick students out that are not ready for college when we can suck more money out of them?
- They want the campus to look nice to draw students in, but they don't care about students once they get here.
- Faculty can't teach their disciplines if the students have no way to get support in a timely and thorough campus response. CLC, library, and other support cut drastically - not student or faculty centered - actually not academically supportive
- lots of money for president's house and personal use and increasing travel budget while faculty are asked to "do without" and offices and programs serving students get cut
- They want butt's in seats and don't care about the academic integrity. The offering of remedial courses plays directly into this.
- The money that can be "seen" like the new entryway builds don't seem necessary when there's "no money."
- There should be a third answer like "sometimes". I want to be fair; it does seem like the administration has generated good press regarding HVCC and the opening of new facilities, and I'm sure that has benefited students.
- Vaccination requirements keep students safe. That should be recognized and enforced. Additionally, suggesting teaching remotely on snow days does not recognize what our students go through for work and school on a daily basis.
- The putting green says it all.
- I do think that there have been many positive changes by this President that have improved enrollment management and retention. I think there have been some initiatives that have benefitted programs financially.
- Putting Hole New Presidential Suite How many vehicles since he began \$60,000+ raise ...But Financial Aid has no employees
- Absolutely not and neither does the board of trustees. They are all corrupt.
- Same as above
- It is hard to tell since there is a lack of transparency. For example, what's the rationale behind the trees being planted along Route 4? This seems to be expensive, but no explanation has been given for why the decision was made to install them. One thought that comes to mind is how Public Safety feels about the trees presenting a potential barrier should there be an active shooter situation on/near campus. My expertise doesn't allow me to determine this, but I would hope that all facets were looked at when the decision was made to spend money for such things.
- The President has wasted HVCC's money on trips to countries that we will never connect with. He doesn't work towards helping the immediate community of students in the Capital District. We could offer more programs to those students with the money his wasted as well as hiring critical staff such as librarians.

- I don't have knowledge of that.
- I think the funds are for his vacations and holidays.
- I believe the administration makes decisions too benefit itself
- Obviously we would all manage the college funds differently but as it seems now in our current economic climate that the college is doing the best with what it has to work with. I do believe we could get better at advertising our programs and bringing in new students therefore increasing revenue.
- Nobody benefits from nearly \$200k worth of trees (not to mention the additional funds and manpower for maintenance of said trees). I don't think this president could manage himself out of a paper bag, but he can sure manipulate people to do it for him.
- I'm assuming some things have been paid for by the foundation but the foundation's purpose is to benefit students. There is no assessment regarding the president's spending on travel and certain initiatives.
- It appears as if the vast majority of decisions are self-serving, not made with the intent of improving the greater campus community.
- Not sure about all the international student stuff? Is HVCC benefiting
- All Presidents spend some money beautifying a Campus and trying to leave some kind of a "mark" on the College for their own ego. There is really nothing wrong with that as long as it does not get out-of-hand. But the administration at HVCC has kept up with the modernization of classrooms and provided basic support for teachers both in classrooms and online.
- I'd like to think that they think they do and aren't just blatantly squandering funds. But, there definitely seem to be some questionable expenses. The numerous expensive trips taken with no documentation of expected outcomes or follow up assessment, the putting green, the large number of trees still being planted around the campus, the HVCC arch at center drive, the alumni house, the pickup truck, the many upgrades and remodels to the president's office, the weekly employment notices in the Times Union for more and more administrators, the promotions and corresponding large salary increases for current administrators and the president. At the same time, the library hours have been reduced, the walk in hours at the Information Technology office have been eliminated, and many departments have been combined into a small number of mega departments.
- It is hard to tell; however, it is clear that the college is not hiring faculty to promote education but to plant trees for beautification. Librarians....hiring freeze...LAC the same. Beautification of campus is far more important than the support service for our students. Go figure!!!
- --though I would consider myself insufficiently knowledgeable in this respect. I could quibble with numerous details -- facilities I believe should receive more or less treatment -- but not benefitting the big picture.
- We need staff for DL, ITS, library, CLC and a faculty raise that keeps pace with the COL. The arch? What a joke. All of his trips? How many FTEs did we get from those? They were just paid vacations.
- Efforts were made by this administration and rebuked by our FA. The agreements were for all faculty to get increases not just FT
- I think the college CLAIMS to be using the funds to help students, but I've yet to see true investment in instruction. While the gates to the college make the entrance more "attractive," that does not then equate to benefiting student learning outcomes or instructional initiatives. More funding should be directed toward instructional technologies and updated hardware.
- This is a mixed bag. We are entirely too top heavy but funds have been spent on improving student experience in many of the labs.
- No. We would have more zoom classes if the students were truly the focus.

- See above. But here are a few more examples. The classroom cameras which were bought but then not deployed due to the associations grievance cost no small sum. Same thing with the new Microsoft phones which serve no purpose I can even imaging except being able to keep tabs on employee communications. (Furthermore, they don't work when the power or internet are down, unlike a traditional phone, posing a serious potential safety hazard in case of a fire or active shooter). Inauguration ceremony(s) for himself. Come on. Numerous overseas trips to develop international partnerships that have never come to any meaningful fruition. The college is hemorrhaging money under his leadership.
- Too much is spent on window dressing (appearance) and not enough on infrastructure. Funds for outreach to foreign campuses ignores the purpose of a "community" college.
- It seems that a lot of money has been spent on expanding the administration and foreign trips, none of which benefit students and instruction.
- We didn't need a new entrance area - he didn't need to spend dollars on a house he doesn't even live in- why does he need his own shower/ bathroom in his office ??? Crazy ridiculous-
- The traveling to distant countries and expense associated for a couple hundred students is clear mismanagement. The funds spent on "beautification" is disproportionate to that of previous presidents.
- The cost of trees could have been used to serve hundreds of students with emergency funding...
- Adding a new entryway arch in no way impacts instruction or students.
- The purchase of new signage, new trees, the archway, new curtains for the inauguration, putting green, numerous trips abroad, a large raise for the president, addition of numerous administrative positions, a new F150 for the president, and a new alumni house are just some of the large expenses that do not benefit students and instruction.
- I think the poverty level pay of everyone below administration makes it hard to keep and hire the best instructors.
- Some. There have been some good changes. Putting money back into the PRC. Reinstating tuition waivers etc.. But there a lot of funds being used to manage a certain level of appearance but not actually in any way that benefits the students or instruction.
- Aesthetics are important but not at the expense of our core mission.
- This is less noticeable and the students have seen some benefits but faculty are left as usual scraping by
- Top administration, and their families, have traveled to China, Germany, Aruba, Costa Rica, Israel, and other countries in the past 3 years. This is not a good use of funds that should be used to meet our organizational goal, "continue to develop and foster mutually beneficial relationships with the community".
- COVID money denied for sick faculty. Use of funds to travel to the Caribbean with no benefit. I had a few students from an international program that enrolled in a class and none finished the class. Most never even logged in. I don't know that they were even real students. They never responded to emails.
- Trips, new house, 2 cars, a putting green, administrative offices redone all while we are told that cuts and sacrifices are necessary.
- I haven't seen where the Covid money went to when there is lack of staff, limited hours, crumbling infrastructure, unreliable wifi/tech but new signs and a putting green proposed as well as a lot more deans and executive level positions making the college "top heavy"
- Certainly initiatives involving recent building/infrastructure improvements benefits our students.
- How much money was spent on 6 ft mature arborvitaes to line the parking lots? Unclear how the people who live in Wendy's needed the parking lot to be hidden. Students deserve access to college services on campus and remote, which includes laptop and hotspot access, library

resources, etc. Faculty deserve just compensation for their work. Funding academics should be a priority of the institution, not 3 hour long excessively religious presidential inaugurations at public institutions.

- Does not use our surplus effectively
- The money all goes to a parasitic managerial class that really just has to go before any positive change can be made on this campus.
- There have been consistent cuts to CASP, the library and as mentioned before the organizational structure makes little to no sense.

7.) In your view, does the College administration demonstrate a belief in, and respect for, shared governance?

Yes: 9 (6.08%)

No: 139 (93.92%)

- Seems that the whole SUNY COVID mandate debacle says it all. No discussions with COVID Task Force, Academic Senate, Labor Associations, SUNY. That doesn't happen because there is a strong culture of shared governance internally.
- I can only respond "no" based on the information provided by the union via email.
- Same as above - should have had an "I do not know" here
- Most decisions are made without shared governance.
- It seems that that is just not the case, sadly.
- It's sad that it doesn't. There are good people who work in administration, trying their best to do what's right for our students. But when their boss wants to install cameras in an instructional area, it just seems courteous to at least tell our union about it, so we could figure out an answer to the issue together. That's what really bothers me: the president has many talented people willing to work for the betterment of this campus with him, if he would just do right by us.
- As stated previously, the President seems to do what he wants with little real input from people who disagree with him and for his personal interests vs. what is best for students, faculty, staff, and the community. He seems to have a few folks in his immediate circle. And I was initially baffled and continue to be amazed by the lack of leadership experience that the people in those leadership positions possess.
- No!
- This is definitely one aspect where one can say a hard NO. Many decisions came in without faculty approval.
- No sadly it feels somewhat us and them.
- I believe that the administration considers itself a separate entity, not a part of the College per se. Therefore, I again think they condone telling us what to do as opposed to deciding with us what needs to be done.
- They test it all the time
- Again, some in the admin are very good, but the president and some of his close colleagues would love to get rid of the unions.
- really?
- Making decisions without input from stakeholders is a clear sign that the administration wishes to act with autonomy and eliminate input, feedback, and shared governance with faculty and staff.
- Again, just look at the recent history and actions.
- Yes, they are very collaborative with the Academic Senate and the Student Senate, which are the shared governance bodies on this campus. Some of you think unions should have a say in everything. That's not how it works in the real world. Get over yourselves.
- It has been proven through their actions that administration wants to simply dictate what happens on campus.
- He has the designated power to make final decisions
- On the same level that Schumer actually cares about people.

- In some instances but it feels like many decisions are made without it
- Little evidence they care for input from faculty and staff
- Clearly the SUNY Covid policy 'thing' demonstrates this
- see above
- No comments.
- No, he wants things his way and doesn't want to cooperate or give at all.
- If [president of the College] had the power to do away with unions, he would have done it on day one. He is sneaking around like a snake trying to poison them from the inside out instead. Even with the Academic Senate, people are afraid to speak up and go against his wishes for fear of retribution.
- Not under the current leadership.
- Decisions come down as orders
- I believe I covered my comments in previous questions.
- Again, tough to give a "yes" or "no". We do have committees that I feel do support the college's shared governance but other than committee work, I feel he operates outside of what I would like to see for shared governance.
- If changes in policy or procedures are even brought to the Academic Senate, or its committees, by the Administration, it is, sadly, no longer a venue where people feel comfortable/safe expressing opposing or challenging views from what is presented / desired by the President. As stated previously, committees and task force teams are often formed by the administration without experienced, knowledgeable representation from all campus constituents to be impacted by the outcomes of the group so that the desired administrative outcome is rarely, if ever, challenged.
- See all of my comments above...
- As I mentioned earlier, there is little to no input in decisions outside of the president that I've seen.
- This one is laughable. No one on the front lines (faculty, staff) is ever asked for their opinion, for feedback, or ideas EVER. We are not included in any decisions that are made, we are only told about them after they are made.
- They just want to do what they want to do.
- NO
- Too many incidences of defiance of agreements and decisions without consulting
- the College makes policies and announces them and cuts out the union.
- Hard to say. I think some members of the admin do believe in and respect shared governance.
- You can't have shared governance when no one, even the board or SUNY, knows what you are doing. Why did the Times Union have to break the Aruba story? Why hasn't SUNY been more cognizant?
- At best, it is a tolerance of campus governance in the way that some decisions come under the review of campus governance like the Senate. So they must go through those motions. In other areas (like HVCC North, the Albany Airport expansion, Albany campus extension) they decide and react behind the scenes with little or no review or shared governance.
- He said at his first All College Meeting. "Morale is low and will always be low" who says something like that?
- None
- Ala Putin
- The President seems to only communicate when forced to on matters that should be shared from the beginning with the appropriate members of the campus community.
- The College administration acts like HVCC is a factory rather than an institution filled with experts who can make a major difference if their voices were heard.

- The act first and communicate second. Input is not requested.
- Again it seems the governance issues are being caused by both parties involved. Although most of do not really get to see what goes on in the meetings behind closed doors this is my understanding that both parties could do a better job of trying to work together for the better interest of the college and all of the employees.
- Depends on the administrator. I've dealt with those who do and those who do not. On the whole, I would say it's a begrudging respect for it, as they'd prefer not to deal with the fallout. Now, if you were to ask me if they were truly collegial, I would have to say not.
- There is no shared governance. In our Department all we hear is this is the way administration wants it.
- There is no "shared" governance. There is a "my way or the highway" approach based primarily on fear.
- They are making many decisions without faculty input
- I think basically administrators are hired to make the decisions in their area of expertise in so far as it serves to further the goals of the College. Of course their should be two-way communication and transparency regarding decisions that affect the faculty. The worst thing is for faculty to be subjected to changes without any information about why changes were made and who is responsible for the changes made. Administrators get paid to make decisions not all faculty can be expected to like every decision that is made. But faculty should be free to ask about decisions and administration should be open and honest when discussing issues with faculty. If the administration stands by a decision despite some faculty misgivings it is understood that the administration of the college has every right to stand by their decision but they should be honest and transparent about why and who made the decision.
- I'm not a member of the Academic Senate but, from what I've seen, I don't believe the President wants anything to do with shared governance. The rest of his administration goes along with whatever the President wants.
- Already stated earlier. HVCC has always hosted the FCCC (Faculty Council of Community Colleges) plenary when it was their turn. They were scheduled to do the same in October; however, FCCC pulled out. Why? When FCCC pulls out, it is worth investigating.
- --but neither does our culture as a whole. Even in the most union-friendly places -- and I am a former member of NYC Teachers Union, so I know -- the union is responsible for reminding centralized leadership how this works. This administration is not distinctive in this shortcoming.
- We are filing grievances every other day with this guy at the helm.
- I think the administration gives us more of the whole truth than our own FA
- Again, a mixed bag. Some of the lower administration officials do work to share information with the Academic senate which is a good sign. Unfortunately that does not seem to work at the highest levels where decisions are far more likely to impact large parts of the college.
- It is hearsay but I've heard the president quoted as saying that he doesn't work with unions. Point blank. And his behavior is in line with that remark. We were able to get the marginally better contract we now have after lengthy negotiations and I think only because the rest of the executive leadership prevailed upon him to compromise.
- Absolutely not!
- Even the SUNY student association recognizes this!
- This is why I used the word "dictator". The college administrators seem to act without taking quality instruction and faculty into consideration.
- The association has to continually fight for information and inclusion in the decision making process.
- He says he does but his actions show he avoids it any chance he can.

- Covid Policy, Non-willingness to deliberate at the Bargaining Table, Lack of respect for the autonomy of academic senators....
- Hence our current situation
- He has routinely avoided and/or refused to engage in conversation in contract negotiations, cameras in the classroom, vaccine mandates, and many more topics of importance.
- Exclusion of faculty from decisions
- I believe they think they participate in share governance, but they placate us by giving us updates in senate.
- Not always and especially as of late.
- They just changed the definition of hybrid courses without any input, they kicked faculty out of guided pathways committees because they disagreed, with merit and experience and knowledge, with ideas administration wanted (that were not sound and would not have benefited students).
- Never did, senate thinks there is joint governance, but in reality that's a fallacy. And it's gotten worse under this administration
- It is all about the president.

8.)Do you believe the Faculty Association membership should vote on confidence in the President of the College?

Yes: 114 (76.51%)

No: 35 (23.49%)

9.)If you answered “no” to the previous question, what do you believe the Association should do in response to the concerns that have been raised about the President’s leadership?

- N/A
- I feel the Association should address concerns raised about the President's leadership by whatever means possible
- I would prefer to review the recommendation [member] made of an external committee review. I agree that when votes of no confidence reach the media, the faculty are not portrayed favorably and the board will support the administration. However, an external review committee that has no vested interest in the college would be viewed as more reliable.
- I'm not so sure moving to such a dire and serious position would benefit HVCC's atmosphere overall. Students hear about faculty issues... either from some unfortunate event... an unprofessional faculty member... or just the "grape-vine". If the students love the president and the union wants to hoist him out of his position... in these dire economic times... it could spread like wildfire... by word of mouth and do irrepressible damage to HVCC overall. I do not have a solution... but a change of thinking is in order.
- I dont know. A vote of no confidence is very serious, but maybe appropriate.
- Seek SUNY support/guidance
- While I am hesitant to vote for the lack of confidence, I do not see any other way to express our concern for what has happened in the past few months.
- I voted yes but if amounts to merely an “opinion” what’s the remedy?
- I would like to hear of other options. Instead of asking that the FA board needs to give people options. What else can we do? A vote of no confidence does nothing. It just fuels the fire of discontent. A vote of no confidence without support from other entities within the college is useless. How can I make a vote without knowing all my options?
- I said "yes" in response to that last question (as it had to be a "yes" or a "no"), but, honestly, I'm still on the fence with that one. I don't know; it's quite a big step. Some assertive/positive/productive action is needed, but I don't know what that might be. Perhaps pursuing things with the FCCC (as someone may have mentioned at the last FA meeting, as I recall) would be good? If only the two options are possible, my vote would have to be a "yes." This college and our college community are not in good shape and the reputation of this college is declining for a number of reasons, perhaps not all the fault of the president, but that is why motivational and inspiring leadership is so important, for any academic institution. It is very sad to see HVCC in decline like this.

- The president is doing a great job. He encourages people to think out of the box and try new things. We finally have a strategic plan, which was done collaboratively with input from the entire campus community.
- Na
- Base decisions on science, students first policy and SCIENCE not feelings.
- noconfidence
- [Member's] suggestion. I would rather have a state level group look at things and get an impartial verdict that carries WAY more weight.
- I was at Monday's meeting and I think that there were some good 'mid-level' fact finding/review type things we cld do prior to a vote of confidence. Perhaps that wld be more prudent, less damaging to ongoing relationships and may have more teeth. I think the BOT might also be consulted and possibly brought on board. Nothing can happen without them.
- I think there may be a better method to show faculty does not support the pres. May be a third party and I think the trustees would be more supportive
- Excellent question.
- The faculty association should draft a letter to SUNY requesting a fact-finding audit be conducted at HVCC.
- A vote of no confidence may be too soon. I would prefer the intermediary step of some official fact finding first as was mentioned in the meeting.
- Take an intermediate step with FCCC or the SUNY Student Assembly regarding a SUNY Presidential Eval. After what occurred at RPI, I do not feel that the vote on confidence really goes anywhere constructive for HVCC.
- I didn't answer no, but am open to hearing other options as long as it is something that can assist us in either making this President and his administration accountable to the checks and balances that were created for the protection of the college at large (i.e. Academic Senate, Collective Bargaining Agreements, Board of Trustees, SUNY policies, etc.) or terminating his terms of employment.
- I voted yes! It's not based on one incident, but four years of a steady decline in unity on campus.
- I think this question is asking about a vote of "no confidence." If so, I strongly believe we should take this vote - it's overdue...
- N/A
- n/a
- n/a
- I prefer starting with ideas brought forth in the recent FA meeting about getting a panel involved not affiliated with HVCC to come in and assess. I also wonder if there is an avenue for SUNY or some other body to take action given the violation of the president's own contract as illustrated by the student assembly. After those avenues are explored more, I think a vote of confidence is appropriate, as a person who is new here without a lot of context/backstory.
- Keep pushing back, keep bringing these issues to light, especially when they overlap with existing campus governance structures. Review and discuss is the best approach to transparency.
- Investigate FCCC alternatives that have teeth. A confidence vote seems to be a last resort that may have little impact.
- The above question is confusing; I believe a vote of "No Confidence" should be made with regard to the President.
- I answered YES
- We should explore other options. Can we have the evaluation done that the SUNY Student Assembly called for? Also, perhaps an evaluation done by the FCCC would also be helpful.

These seem like stronger ideas than the vote of no confidence since there could then be a discussion as to how things will be handled going forward. Makes the whole issue much less adversarial.

- I feel that the relationship between the union leadership and the president is contentious. Perhaps we could have different representatives from the union sit down with the president and work on getting us back to a professional equilibrium. Maybe it's personal.
- I think you meant to say no not on in the previous question. I would vote no confidence. I think the President should be asked to resign.
- Work with him to develop a plan to open communication lines. Maybe develop a committee that would have the best interest of the college, students and employees in mind and give that committee full access to the president to develop plans to become the best 2 year college in the state. Should he refuse to better the college through communication with multiple internal organizations then yes I would vote No-Confidence in the president. To vote now will only allow more permanent barriers to be placed between the administration and faculty. The result maybe that even if the president should step down or be removed it may make it more difficult to find a successor. Who wants to come in and lead a bickering college? The president will make enough mistakes on his own that he will have to step down on his own he already has proven this.
- You don't have the BOT to back you right now. On top of this, the president has been the better player and has spun his way out of most situations that should have sunk him. I think the executive team need to request a sit down with the BOT (not just Neil), and discuss the points brought up in the meeting. I thought Sid presented that well, and I think the Board could use a new perspective that comes directly from the source and not the newspaper. Realize this might not do much of anything as Neil and Roger are BFF's right now, and the majority of the board carries whatever Neil tells them to, but I don't think they know the extent of the issues at hand.
- I think you meant a vote of "no" confidence rather vote on confidence? I think we should move forward on a vote of no confidence in the president and any other action which would lead to his removal.
- Get SUNY involved see if they will come to campus. See where the board of trustees are at. Do they support the president? Make sure the media is on your side ad well.
- I would have answered "yes" if all other possibilities had been exhausted. I think before any vote of confidence is taken the President should be invited to speak directly to the Union reps at a meeting involving Union leaders and a regular faculty member representative from each department. The President can present his side of the story and answer questions in a respectful atmosphere. The results of the meeting should be shared with all Union members before any vote is considered. A vote of no confidence should be a "last" resort type of thing. It may be, for instance, that the President simply thought the time for insisting on Covid vaccinations was past in light of so many businesses and institutions relaxing restrictions. He may of simply not realized the SUNY system had the right to demand he follow their lead on this matter. He did eventually comply with SUNY directives and no harm was done??
- My answer to #8 above is really maybe. I want to know what all the options are before I decide. Some of the information given during the Faculty Association meeting on Monday seems like it deserves more conversation. Personally, I'd like to see the President removed from his position and the college.
- I do think we should vote on on a No Confidence Vote; however, if all it does is bruise the president's ego, then I don't think it is enough. I also don't think that we need a mediation from FCCC. The president is intentional in his behavior; a mediation is only a slap on the wrist. His style of governance---more like a dictatorship--leaves a lot to be desired and will continue. We have enough information and support from other bodies to request that he be fired. We

must put pressure on the Board of Trustees who seem to be clueless about the president's activities.

- More discussion is needed. I am not de facto against such a vote, but such a move is sufficiently drastic that yesterday's discussion, informative as it was, hasn't told me enough. Will we find a pro-union president after this president? Union-friendly? Does such a thing even exist? Side note: the only one I have ever worked under was a former union leader.
- Work together to make this a collaboration for the benefit of the students and reward the staff and faculty accordingly
- I am concerned a vote would not be effective as the president has strong support of the board and county. A letter of reprimand might be better as it leaves the no confidence vote on the table. Under the circumstances, it is hard to see the board and county asking for his removal.
- Let me be perfectly clear as I am a bit confused by the wording of question #8. I believe the association should issue a vote of no confidence as soon as possible and disseminate that opinion as widely as possible in the hope of affecting substantive change in the leadership of this college.
- NOt applicable
- N/A. I answered yes to #8
- N/a
- I am honestly uncertain. Where does this vote get us? Aren't there better options?
- I am a possible yes. I am interested in more information regarding other options such as what [member] spoke about at the meeting. There were a couple of other options discussed and I would like to do what would have the most impact on getting the President removed from his position which would have to come from SUNY. If the vote of no confidence is the best option then I am a yes.
- In the interest of "never draw your sword on a king unless you can kill him" we need to be careful about retaliation that no doubt will occur.
- I liked the suggestion made by [member] at the meeting. I would prefer something has an actual effect on the President.
- I honestly don't know. A vote of No Confidence is a loser for all parties with long lasting implications. Perhaps some of [member] suggestions are worthy of consideration?
- I answered yes
- I am not sure what such a vote accomplishes now (if ever). We always have the opportunity to do so (vote in such a manner) at a later date. Perhaps the public discussion regarding such a vote currently might engender change in the administration to be more inclusive of faculty in the decision making. Continue the dialogue with administration clearly articulating the concerns of the FA (not that this is not already happening).
- N/a but a vote is needed. It is an embarrassment to be associated with such corrupt and unqualified individuals.
- I don't see any other way than a no confidence vote. He is ruining the reputation of this institution. This climate is the worst it's ever been in my 30 years. We need to move forward. Yes we need Change but it has to benefit our students/ faculty and staff and work with us and support our ideas. He has done nothing to move this college forward. He has been an obstacle with his excuses, his unrealistic idea that cost us financially and break out contract
- I understand the want to have an "investigation by SUNY" but I think that there is enough evidence for a vote of no confidence. I also do think that it would be helpful to FOIA request if there have been any other SUNY violations we may not be aware of.

10.) If asked by the Association, would you be willing to contact your local elected officials to discuss campus governance issues at the College, or to participate in an informational picket, or attend a Board of Trustees meeting?

Yes: 99 (68.28%)

No: 46 (31.72%)

- It would be good to get buy-in from other units internally or regionally.
- I do not live in Rens Co.
- I am an adjunct not teaching this semester...
- It would depend on the request.
- Willing to do all of these.
- I do not think I will be able to make time for it after work, though I totally understand the importance of it.
- I would attend a BOT meeting
- A BOT meeting as a show of support
- In addition to my adjunct position at HVCC, I am a full-time faculty member at another institution and teach a load that is the equivalent of two full-time course loads. I simply do not have the time. But I strongly support the FA in their efforts to hold the President accountable for shared governance at the college.
- Time availability is limited
- I would be willing to contact local officials. I honestly fear retribution for more obvious action like information picketing and attending a Board of Trustees meeting.
- yes, but am worried about the backlash or my job
- It makes me a little fearful, considering our current administration, but i would not completely rule it out.
- question is yes and no. Would depend on the reasons and my available time.
- bring it on.
- Never. How does any of that serve our students?
- Be selective in grievance choices and limit them to business not feelings.
- Possibly attend a BoT mtg.
- I don't want my career at the College to be impacted. Which is why I am answering this survey because it is anonymous.
- I would love if we all started attending Board of Trustees meetings. I congratulated Hector on being a Dean after I read the minutes from the meeting and he was surprised I knew and asked how I knew. I told him from the BOT minutes. I hope they aren't able to start keeping the minutes private or hide them on blackboard the way they did the campus climate survey.
- I would need more information before doing so. People need to be well informed to represent.
- Possibly. It would depend on the situation and my availability .
- all of the above and anything else our FA Executive Board and/or Membership believes to be appropriate actions to make this President accountable to the checks and balances established for the good of our College. While he may have wined and dined the BOTs and County Legislatures to the point of turning a blind eye to the processes and procedures to be followed, there are others he must answer to, or at the very least work with/hear from,

before being able to do as he pleases and expect us all to be "all in" with no communication as to what we are "all in" for or say in the outcome/decision of what that is to be.

- I'd prefer not to picket, but the others I'd be okay with. Thank you!
- I am afraid of getting fired if I do anything publicly like that. The fact that I am even afraid of this speak volumes, don't you think? Anyone who goes against the president and his ideals is taken out one way or another, whether that be through demotion or getting fired.
- I would attend a Board meeting
- I am open to these possibilities.
- Unfortunately I need my job and this campus seems vindictive at this point
- I hope it does not come to that.
- Perhaps the Association could offer guidance
- I am willing to sign any petition, picket anywhere, lobby anyone for the removal of this man.
- I might be willing to attend a Board of Trustees meeting to show "numbers", but other than that I prefer to not get too political. I would caution against any picket action that would take the faculty away from their students!
- picketing is bad policy
- I would attend a board of trustees meeting but I would not become involved in picketing or contacting officials. Those actions will only result in increasing the perceived issue that the complete college is crumbling internally and could drive away potential students and trustees.
- BOT meeting, sure. Picket, no. I've never seen the use in it if it's not 100% participation, and I think the president would spin it to say we're not focusing on the students (our primary concern).
- Although I think our elected officials may be more interested in the way our tax money is being spent. I am not sure if I would be able to do an informational picket but would attend a board meeting.
- I would like to attend a board meeting. Are board meetings open to the public? Many members I talked to don't even know?
- I have done this before.
- --if I were to learn more. I may be a few discussions away still.
- I'm all in
- Though I'm not keen on calling elected officials or picketing, I do believe attending a BOT meeting as a union could send a message to the administration.
- I am currently on medical leave and unable to attend such functions. I could contact local elected officials.
- I'm scared of potential repercussions but if we don't take a stand on this we might as well all resign and push pencils elsewhere.
- The BOE needs to be informed.
- Anything to bring this horrific administration to their attention!!
- Count me in!
- I'd be willing to help in any way possible
- Attend a board of trustees meeting and contact elected officials
- No to the informational picket.
- This administration needs to go. It is Trump on a microcosm. Except Ramsammy has all of the vices and none of the virtues of Trump
- I will try.
- Not at this time.
- The most that could happen is I get fired. I no longer want to work here if that man stays here.

11.) Is there anything else you would like to add or that you would like the FA Board to be aware of?

- Our biggest trap is to get caught up in what the President doing right now. All of this happens in a context of how the BOT and County Legislature view the college and their roles in the governance of HVCC. They have condoned and supported this behavior and bear greater responsibility than the President himself because they are local and have had a historic role in the governance of this institution. They have approved every hire and promotion and will be responsible for all future hires including presidents. If what we see within the college is what they want, they need to be transparent in owning it. Unfortunately, I don't believe they can.
- N/A
- Another instance of unsettling behavior was when the president berated the faculty at Faculty Workshop Day 2020, before Covid, when he was asked to come speak to support our day of professional development; his attitude that day really set a negative tone for the day and was not at all what he should've done to support us. His behavior has been consistently negative towards the faculty well before the pandemic, but since the pandemic it's worse and frankly we all should be commended for the incredible work we've done to help our students succeed through a world-wide pandemic all while having our own health and safety concerns for ourselves and our loved ones. Yes, of course, we are here to serve our students, and we do, but that doesn't mean we should be treated poorly. In order to support them, we need support. To use a metaphor, it's like when you're on a plane that's going down, you need to put your own oxygen mask on before you can help others. This president does not care about our oxygen masks. He cannot take any criticism or disagreement. He creates a culture of fear and anxiety when we're all stressed enough and trying to support our students who have had a really rough couple of years, but, again, to support our students, we need support. He needs to go before he does any more irreparable damage and we should start the process of no confidence.
- Thank you for pursuing this. Sid, you did an excellent job presenting the facts and also being sensitive to all FA members.
- You are appreciated!!!!
- No
- I only hope that the FA Board and members can all come together and put an end to this administration. It is time to bring our college back to the respectful, dignified, and student-centered institution we once were.
- I wish to point out that the view of what HVCC should be has shifted away from being an educational institution and more towards one that has political influence. We are not in the business of education at the moment, we are in the business of making money/profits for a select few.
- No I think they have it well covered
- I believe the association is aware of misappropriated funds, favoritism, harassment
- No
- I want to thank Sid and the FA Board for their hard work not only on this issue but on the recent contract negotiations. While the results of the contract were not totally positive, I believe they could have been worse.
- Thank you for everything you do!
- keep doing the good work that you do.
- No. Thanks for representing the faculty and our concerns.

- Yes. The leadership of this association is willing to flush the reputation of this institution down the toilet to satisfy your unexpressed but overt scorn for our first President of color. You have no idea what affect that is having on our students and employees of color. They are proud of our President, as I am. I would advocate for a vote of No Confidence against the leadership of the FA. If you don't like the job or the college or the work environment, then quit. We have jobs to do and students to educate and this side show is adversely affecting everyone's ability to do that.
- I'm just glad this is finally being discussed and perhaps acted upon. I have to admit I had very little faith the FA would do anything about this, so this is renewing my faith in the organization.
- It still takes 3-4 weeks every semester for Adjuncts first paycheck. I have been here 22 years, no technology in payroll?
- No
- Thanks for yr energy and efforts on our behalf.
- Continue to ask questions and seek specific input from faculty and staff on campus about inappropriate behavior. May I ask why the president put a lawyer on staff ?
- I think you guys are GREAT. thank you thank you thank you
- 1) Please offer online classes in the summer. A lot of students wanted these classes and faculty members find value in them as well since they can teach from anywhere in the United States. The College should not say no to online classes and then turn around and ask if faculty members can teach online classes two weeks before class starts based on the surge or demand. This shows disrespect to the faculty's time (especially in the Summer when most people are vacationing or have plans laid out in advance). Why unnecessarily disrupt everyone's schedule and make the College look bad?? 2) All students/staff must be vaccinated for COVID-19 unless they have a valid religious/medical exemption. If the College demands that in-person classes be held, everyone must be vaccinated.
- Depending on how this survey goes, I may discuss some emails I have with you in person depending on how the FA plans to go forward with this.
- I appreciate your diligence and time for dealing with this matter. It is incredibly important, time consuming, and mentally exhausting. Thank you for all you are doing.
- so much of what President Ramsammy has done over the past several years is suspect mainly because he never communicates the goal/vision or truly gives the campus constituents input into the decisions/outcomes, but it is also concerning because so many good people, who truly cared for the college and its mission / reputation, were terminated with no recourse; administrative job descriptions were watered down to allow for pre-determined people to fill them; administrative positions were filled without searches being conducted; reorganizations were done causing long term DC collective bargaining leaders to either retire or accept employment back into their faculty ranks; individual employees are being contacted by administrators regarding non-contractual requests and policies, and labeling them voluntary, versus bringing the item to the appropriate Labor Management meetings for discussion and mutual distribution to all in the unit/s. As with his "vision" for the College, we just have no idea what is or why he is unwilling to follow / utilize the established processes of true shared governance and/or collective bargaining to properly vet his ideas and desired policies; is he scared/threatened of opposing views or required negotiations?, is he unable to defend / document his rationale for desired ideas and resulting outcomes?, what is his rush in putting things through without the proper checks and balances?; does he just believe he is not accountable to anyone but himself and those he can influence with his position of power and access to funds?
- I don't take my decision lightly. I took the time to review the information that [member] was referring to on Monday. There was nothing in there that convinced me we should not move

forward with this vote of no confidence. Finally, thank you all so very much for all that you do for the faculty association! I'm sure that we have the right people in place.

- Thank you for the continued work and dedication to the faculty and to HVCC during these difficult times.
- No
- I really hope that we can do something about this president's actions and his affect on this entire college. All I hear is how this college "used to be a great place to work"..... now all I see are people who are TIRED and frustrated and sad. Many of us are stuck here at HVCC as we are close to retirement age, or cannot go through a job search right now, etc. MANY of us would leave if we could. I would also like to add that the pure money hungry focus on enrollment, enrollment, enrollment is absolutely draining. I am so sick of seeing students pushed through the pipeline that are not ready for college (or come at the very last minute) and since we are open enrollment, we welcome their money with open arms knowing we are setting them up for failure. There is ZERO focus on retention at this college, it is all about getting the student in the door and then abandoning them. As long as we get their money, we don't care about retaining them. I am not sure why this is the model that the college thinks is a good one, but I have never seen a college function this way and it is sickening. We should be student focused, not money focused.
- No.
- not at this time
- The faculty here works harder than any other in the Capital Region. That should be recognized by administration in every way that is currently lacking. Student-centered teaching is still what faculty provides, gladly. Administration needs to support faculty in that.
- Now is the time to make the vote of no confidence
- I've never seen this college so top heavy with made up positions for people in power. It's a disgusting play at putting his name on the campus. He's a corrupt individual who has everybody fooled in my opinion. Using State contract to purchase items for his home in Tennessee is one of the rumors that's flying around, how disgusting is that. He was fired from his previous job, or let go however you want to look at it, for a reason.
- Thanks for taking on such a tough, but important, issue.
- By hiring people who only say "yes" to the President, even when dealing with [department] has become a problem. [administrator] was one of the most helpful people on campus and because of the head of [department], she left that department.
- I believe that a vote of no confidence would negatively affect HVCC as a whole. Enrollment tends to tank after such an action and we are just starting to bounce back from the COVID low enrollment.
- I believe the President to be a self-aggrandizing autocrat
- I really appreciate all that this organization does for our faculty. Thank You!!! I would like to see some more open communication on both parties and resolve any issues professionally rather than forcefully.
- If you really want to send a clear message, use the College Climate Survey. This is a Middle States year, and both they and the BOT will continue to see the downward trend in administrative support and employee morale if (a) there is a high participation rate, and (b) people can comment in a way that reflects an academic institution and not an elementary school playground. I know the BOT does see this report, and they think all is fine when the data shows it to be so. Other ideas is doing a sit-in at his September "look how awesome I am" speech, and simply take all the front rows and stare at him. No applause, no boos... juts sit and stare at him. He loves attention, but I bet it would throw him a bit.
- I believe the board is already aware of issues such as the inappropriate behavior that apparently has occurred with several women as well as trying to reduce people's pay in

violation of our contract. If we are aware of all of this it makes me concerned about what else is going on. I've also heard that financial aid is a mess and his actions regarding SUNY's Covid policy and our one purge date likely affected enrollment. We are paying the price of people who have been hired/promoted who are not qualified to do their jobs.

- Thank you for your exemplary leadership.
- While many of the Unions leaders seem interested in this vote going forward many of the "silent majority" that I talked to seem to think an attempt should be made to talk to the President at a meeting which would allow and encourage members to ask questions and listen to his side of the story. Of course if the President refuses to meet than a vote would be appropriate.
- For now, I have shared what I see as relevant. Thank you! Thank you for your courage in continuously advocating for what is best for us in these crazy times----unrelated to Covid.
- I'm new to the college but not to the area. I've seen what he's done. Thank you for taking a stand!
- No
- Question 8 is not written correctly. It needs to be corrected and sent back out. It says on instead of no
- Please start telling us the whole truth and do it before going to the media which is making our school look like a joke
- I do wish to know if there are options other than a vote of no confidence. I wonder if we can put some of these options on the ballot as alternatives.
- I believe the public perception of the president is generally positive. A vote of no confidence could backfire on the college if there is no outside support. A strong public information effort should be made and it would be best if a strong vote (over 80%) be obtained.
- Thank you for your leadership.
- I'm grateful for this union's unflinching leaders and I'm proud to stand together.
- The misuse of college funds and equipment.
- Why didn't the administration choose [member] as [non-faculty position] ? [individual] was a proven loyalist to admin-
- Once this is over, and hopefully this president moves on, we need to make clear that similar behavior from others will not be tolerated. I've seen bullying behavior by others in the administration, so it has affected the entire culture of the administration.
- There are a lot of credible stories about utilizing both new and used college equipment for his personal gain. Lawn tools and heavy machinery purchased from the college for \$1 to then be used in private by the president... if this is what we know, what don't we know?
- All documentation available to FA
- Thank you for all your work. I am glad we have such strong leadership in the association.
- The faculty association really bit themselves in the ass by taking a stand on a divisive issue such as the vaccine mandate. Hyper partisan faculty members that seemingly prioritize their opinions rather than enrollment and the good of the students do nothing but weaken the union.
- Why are we moving so slowly on the matter?
- Middle States should be formally contacted and made aware of the fact that we were told "to watch what we say to Middle States.... We don't want to get written up." Every prior President has always directed Faculty and Staff to be completely open with Middle States. As a College we looked forward to their "write up" because it served to make us a better College.
- I appreciate the work done by the faculty association though I am a bit disturbed by some of the faculty responses to the FA's actions
- Where is the BOT in all of this?? Are they asleep at the wheel or do they just not care??

- I am thankful for the work that the FA Board does on a daily basis to make the HVCC community such a vibrant one for faculty and students alike.
- You have my full support and appreciation for your dedication to our contract, shared governance, and the ways as an institution we can best serve our students.
- The president should not have absolute right to eliminate department chair or a dean's position. We are not a dictatorship or a non-union state. If the president wants to treat union employees as nonunion employees he should seek a position in a non-union state.
- I am so proud to be a member of this organization. I am new, but looking so forward to being more involved. Cheers to all of you!