



Professional Staff Senate  
Joint Senate/General Membership Meeting  
October 27, 2016

Attendance—see sign-in sheets

Documents sent in advance of today's meeting:

1. Copy of the updated PSS Constitution & Bylaws
2. Minutes September 2016
3. Agenda

Meeting start: 3pm

Called to order by: Domenic Licata

1. Agenda

***\*Motion to adopt today's agenda called by Domenic Licata, PSS Chair: First: Jim Gordon, Second Tim Tryjankowski, unanimously approved.***

***\*Motion to adopt the minutes of September 2016 as drafted by Joshua Wallace, PSS Parliamentarian in the absence of Recording Secretary, Sarah Piraino--called by Domenic Licata, PSS Chair: First: Gerri Kramer, Second: Keshia Lanier, unanimously approved.***

2. Chair's Report: Domenic Licata

- Welcome new Senators
- Goal: to have all open Senatorial seats filled 2016-2017
- Report from the SUNY Faculty Senate Fall Plenary 2016: attended by Domenic Licata October 2016.
  - Suny Senator: Heather Montague
  - President of SUNY Senate: Peter Neffler
  - Chancellor Zimphler: Official resignation June 2017
  - Investment & Performance Fund/ Provost Visit: Cartwright
  - Student Research Symposia: student travel to Albany to meet Senators
  - Applied Learning: will student participation in a Service Learning experience become a general education requirement.
  - Freedom of Expression and Academic Freedom. Peter Neffler will address threats to academic freedom.
  - Six resolutions were discussed, five were passed. One resolution passed was submitted by UB's Office of Shared Governance. This

resolution would allow faculty & staff a seat on campus searches and various ad hoc committees on campus.

- Opportunity for CGL's to ask questions of the Chancellor—asked what we could do to continue to keep a seat at the table on college campus councils—response, Chancellor suggested to have a SWOT team.
- Continued questions for the Chancellor—approval and support of staff initiatives to remain an active presence on committees, councils etc.
- Intellectual Property & Patents
  - Altering Patent policies, administrative costs will be passed on to the individual and not the institution.
- UBreathFree Now
  - Task force has been approved in efforts to enforce the UBreathFree Now policy on campus where smoking will be restricted on campus with zero tolerance, also need community support. This task force is currently seeking representation from specific campus units.
- FMLA modification resolution
  - Staff and faculty—article A42 UUP contract, will be allowed flexibility after child birth or significant family changes, as well as other terms which are not yet defined.
  - Philip Glick, Chair of the University at Buffalo Faculty Senate led discussion: our Provost is in favor of this proposed change for a reduced and/or flexible schedule upon return from FMLA—flexibility in time upon return or during their IFMLA. Some staff do not receive flexibility in terms of their duties and responsibilities. Although, there is no current policy, Supervisors are expected to allow flexibility in terms of those they oversee.
- Faculty Senate Investigation of Gender-Based Salary Inequities
  - Provost will hold units accountable of ensuring that there is no difference between genders and salary. Not a UUP study.
- Campaign for the Community UB Fundraiser
  - Goal: \$875,000
  - Campaign deadline: December 2016
- PSS Reaching Out
  - Clothing Drive: ends 10/28
  - Adopt-a-Family: Office of Shared Governance supports 2 families during the month of December. Staff members are welcome to contribute items to the families to the Office of Shared Governance in 543 Capen Hall.
  - UB's Got Your Back Campaign: Led by Kesha Lanier
- Upcoming Events
  - Nov 17<sup>th</sup>: Welcome Reception for new employees
  - Nov. 17<sup>th</sup>: Next PSS Senate/General Membership

**\*Motion to adopt Chair's Report** called by Domenic Licata, PSS Chair: First: Chris Kough, Second: Kesha Lanier, unanimously approved.

3. Vice Chair Report, Committee Report; David Love

\*See Attached Committee Report

**\*Motion to adopt Vice Chair's Committee Report** called by David Love, PSS Vice-Chair: First: Gerri Kramer, Second: Tim Tryjankowski, unanimously approved.

4. Unfinished Business: None

5. New Business: None

6. General Membership: Special Order of Business. Domenic Licata, PSS Chair

- Adoption of Proposed Amendments to the Constitution and Bylaws.
- Significant Changes: Constitution. Changes were read aloud to the audience. Copies of these documents including all proposed changes were sent to all staff in advance and are housed as attachments to these minutes.

**\*Motion to accept proposed amendments as proposed today** called by Domenic Licata, PSS Chair: First: Gerri Kramer, Second: Janice Jankowski, unanimously approved.

7. Program Presenter:

Terri Miller: UB Office of Equity & Diversity

- See copy of PPT presentation (attached)
- The Challenges: Framing the Plan.
- More than just a picture of diversity, a climate/environment of diversity.
- De-Silo our units that are doing Diversity well! Share resources.
- Terri Miller will be touring units to discuss campus wide search processes for any new and upcoming searches. Its purpose is to ensure campus searches are fair and equitable.
- Campus climate survey: a campus-wide instrument will be distributed to all units during the upcoming year to gage UB's cultural climate.

Adjourned at 4:30PM

**\*Motion to adjourn** called by Domenic Licata, PSS Chair: First: Gerri Kramer, Second Chris Bragdon, unanimously approved.