

Minutes of the Senate – APPROVED

April 25, 2019

Convener: Dom Licata

Officers Present: Dom Licata

Senators Present: Jason Bachert (alt. for Chris Keough), Susan Bagdasarian, Cheryl Bailey, Charlie Baxter, Kim Behun, Rachel Blane, Karlen Chase, Russell Crispell, Kelly Cruttenden, Diane Dempsey (alt. for Gerrie Kremer), Kalpesh Desai, Lynn Emminger, Don Erb, Mary Clare Fahey, Jonathan Freifeld, James Gordon, Janiece Jankowski, Daniel Kelly, Theresa Kruse, Keshia Lanier (alt. for Jessica Coram), Jenna Lenz, Douglas Levere, Kira Love, Lauren McGowan, Sherene Milizia, RJ Multari, Lisa Pano/McLaughlin, Joy Piper, Benjamin Poremski, Kathleen Roach, Eileen Sirianni, Debra Stamm, Cassandra Walker-Whiteside, Michael Yates

Senators Absent: Karen Anderson, Kevin Baron, Kurt Baumgaertner, Mike Brown (COAL), Harrison Cheung, Chris Cheung, Jessica Coram (sent alt.), Fred Covelli, Matt Deck, Thomas Dzimira, Philip Glick (FS Chair), Anne-Marie Hantman, William (Reed) Jones, Christopher Keough (sent alt.), Geraldine Kremer (sent alt.), Jessica Labella, Carl Lam, Arvind Ramaswamy, Matt Reitmeier, Pamela Stephens-Jackson, Daniel Vargas, Kevin Westling

Members/Guests: Katherine Aiken, Ed Brodka, Heather Hagenbuch, Deborah Pierce-Tate

Parliamentarian: Rachel Poole

Staff: Lindsay Allen

Recorder: Lindsay Allen

Meeting called to order by Dom Licata at 12:06 p.m.

Quorum reached: 25+ senators and 1 officer present.

Supporting documents in Box.com folder in
Professional Staff Senate/ Meetings/ Senate and General Meetings / PSS 2018-2019 / 2019-04-25



PRESENTATION OF AGENDA – Dom Licata

- **Motion to adopt Agenda:** Charlie Baxter (seconder not recorded). Passed.

REVIEW OF PAST MINUTE(s) – Dom Licata

- **Motion to approve Minutes from March 14, 2019: Karlen Chase (seconder not recorded). Passed.**

CHAIR'S REPORT – Dom Licata

- SUNY Plenary in Potsdam: chair attended, met with several administrators (see slides for details).
 - Merryl Tisch, SUNY BoT: SUNY Online Initiative – Chair voiced PSSEC concerns that we will need to adjust our support infrastructure for online audiences, listened to by Tisch.
 - Gwen Kay, UFS President: Elsevier contract being renegotiated, concerns with current subscription model. UB Town Hall on this 4/29 at 2pm.
 - SUNY Budget: \$110M in direct tax support offsetting UUP raises; Excelsior program up to \$125K as planned; EOP/Child Care restored.
 - Higher Ed Act Reauthorization – concerns about access, affordability, financial aid eligibility, transparency; definition of 'credit hour'.
 - Q&A with Chancellor Johnson – 300 vacant seats on college councils SUNY-wide hampering business such as appointing presidents and managing college business. Suggestion made to allow college employees to serve as councilors but perceived as a conflict of interest.
 - NYS Public Health Law now requires all water testing to go through certified lab, increasing researcher costs 10x and blocks students from gaining practical experience, so request has gone in to SUNY to ask governor to make an educational exception.
 - Chancellor Johnson updates: PRODiG Program (recruit 1,000 faculty by 2030); Green Revolving Fund (\$1M per campus for sustainability projects); SUNY Online update, unclear which model SUNY will take
 - Provost Laursen update on SUNY Online: wide comment process; pilot phase begins fall '19; launch planned fall '20
 - **Resolution on Role of Professional Staff in Shared Governance** to encourage consistency and clarity across SUNY. Passed with strong support. (BoT policy only protects faculty engagement in shared governance, not professional staff.)
 - **THEREFORE BE IT RESOLVED that the University Faculty Senate requests that Campus Governance Leaders on each campus identify and inform their campus community of the manner in which professional employees are represented in local and state shared governance; and**
 - **BE IT FURTHER RESOLVED that the University Faculty Senate requests that the Chancellor ask presidents to develop campus policies supporting the participation of all professional employees in local and SUNY-sanctioned shared governance activity, such as release time or an option for inclusion of governance service as part of a performance program.**
- PSS CONNECT Listserv Moderation:
 - After two recent alleged misuses of the CONNECT List, one soliciting for a privately owned and operated local business, and another promoting illegal gambling, ER Director Chris Putrino and UB Counsel Jim Jarvis notified chair of the violations of NYS Ethics Law. Chris wrote, "As PSS President, you are advised that continued misuse of the listserv may compel the University to remove access to this listserv and to take further appropriate action."



- Chair took immediate action, as authorized by our Constitution and Bylaws, to protect this PSS controlled asset and the reputation of the PSS as a whole by removing the emails in question as instructed, and by converting the list to Moderated status.
 - Chair then reported on this action to the Executive Committee. They moved to support his decision while we investigate ways to responsibly return to unmoderated status. The Executive Committee instructed him to reach out to Chris Putrino and Jim Jarvis and invite them to present on the appropriate use of state-owned communications platforms.
 - Jim Jarvis & Chris Putrino will present at the June 6 EC meeting for more information on how to move forward. EC does not want moderation but interested in any rules or limitations.
 - We need to determine who will be held accountable if the asset is misused, and under what conditions the List might be shut down.
- **Appointment of new Parliamentarian for Fall 2019 - Rachel Poole**
 - **Thank you to outgoing parliamentarian, Joshua Wallace.**
- Committee reports:
 - Sustainable Living Cmt: recycling of electronics & clothing event until 3pm today. Huge success already. Thanks to Ken and Sustainable Living Committee for their efforts.
 - Diversity & Inclusion Cmt: conference June 4
 - Awards Cmt: awards luncheon, May 28
 - Welcoming Breakfast was on April 12
 - Marketing & Communication Cmt: Karlen Chase stepping down as chair May 3; she made tremendous strides, much praise; welcome to Michelle Bowen, incoming chair
 - **Thank you to outgoing committee chair, Karlen Chase.**
- SUNY Shared Governance Award won by UB this year. Will be made public at SUNY Voices on June 4. Prestigious award. Thanks to all senators for their contributions!
- Upcoming Events:
 - May 2 meeting: EC meeting, Ryan McPherson & Chris Austin - EV Policy at UB
 - June 6: EC meeting, Chris Putrino & Jim Jarvis – Listserv use; Scott Weber & Christina Hernandez - UB Rec & Wellness Center
- **Motion to receive: Ben Poremski (seconder not recorded). Passed.**

Announcement by Ed Brodka, chair of Staff Development and Engagement Cmt

- PSS Lunch Bunch promotes mentoring; 15 new hires signed up at welcome breakfast; encourages more experienced staff to sign up to engage with new hires

VICE-CHAIR'S REPORT

(subsumed within Chair's Report)

SECRETARY'S REPORT

(none)

UNFINISHED BUSINESS

(none)

NEW BUSINESS

Officer Stipend Proposal – Charlie Baxter (Chair, Budget Advisory Cmt)

- Outgoing chair Dom Licata provided some context. Officer stipends hadn't increased in 14 years prior to 2015 then received a small increase in consultation with the Office of Resource Planning. But there is no comprehensive plan in place to support raises. The chair avoided raising the issue until the end of his term, then asked the Budget Advisory and Executive committees to investigate a sustainable way to set increases without conflicts of interest but in line with cost of living changes.
 - Stipends are felt to encourage interest in service, indicating value and providing a small compensation for time.
 - Administration transition was an ideal time to consider this, prior to the start of summer 2019 (July 1st). Continuing officers and new vice-chair have abstained from any involvement in this matter.
 - Chair Licata noted that while Sandra Pfohman's name appears in the main proposal, it should be understood that she has made no statement in support of or against this proposal. It should also be clarified that the referenced "Provost's annual allocation" in the sub-bullets under the Needs section should read "PSS annual allocation."
- Charlie Baxter reported a way to raise stipends in an equitable, sustainable and responsible way.
 - Intent is to support longevity and vitality of the senate in a transparent and sustainable process. Regular review will dovetail with the normal PSS budgeting timeline and prevent increases from becoming inappropriate relative to the overall budget.
 - This proposal was approved by the Executive Committee following the April 4th meeting.
- ***The Budget Advisory Committee recommends the following motion and requests that the appropriate governing documents include policy language for posterity and clarity.***
 - ***Beginning with the Fiscal Year 2019-2020, the Professional Staff Senate will increase officer stipends by 10% to compensate for the gap in increases for the previous 4 years and achieve parity with Faculty Senate allocations toward officer stipends. Subsequent annual increases of 2% will occur automatically on July 1 each year to support recruitment of committed and capable leadership ensure the vitality of the PSS.***
 - ***In addition to the increases above, the Budget Advisory Committee has considered the duties required of the Vice Chair and recommend that the stipend for this role increase beyond the 10% outlined for other positions. Given that the Vice Chair is required work directly with every committee, support the coordination of their activities and serve as the liaison between them and the***



Executive Committee, the Budget Advisory Committee recommends the stipend be increased to \$3,500 for the Fiscal Year 2019-2020 and follow the schedule of 2% increases in all years thereafter.

- *Periodic review of this policy shall take place no later than every 4 years (2 officer terms) in the February prior to the election of new officers. This will ensure that the stipends remain at an appropriate level in relation to the Provost's "annual allocation" to maintain the overall health of the PSS finances. To support a transparent process that takes place before the installation of newly elected officers, the Budget Advisory Committee will conduct the initial review and advise the Executive Committee with recommendations for consideration at its February meetings in the appropriate years.*
- **Motion to accept these recommendations of the BAC: Lynn Emminger (seconder not needed).**
 - Discussion
 - Concern that review is needed more frequently, to protect operational needs. Suggested amendment for annual review after committee and operational needs are assessed and the annual allocation from the Provost has been determined. (Report already states no later than every four years.)
 - **Motion that this amendment be split into three natural parts: Jonathan Friefeld (seconder not recorded).** Rachel Pool (new Parliamentarian) clarifies this can be moved and cannot be debated. The amendments would be:
 1. **That the review be annual.**
 2. **That the review occur after committee fiscal requests have been received and reviewed.**
 3. **That the review occur after the annual PSS budget allocation is received from the Provost's office.**
 - **Vote: 18 in favor of splitting, 3 against. Passes.**
 - **Amendment #1: Janiece Jankowski (Lynn Emminger). 18 yes, 2 no. Passes.**
 - **Amendment #2: Janiece Jankowski (seconder not recorded). 16 yes, 4 no. Passes.**
 - **Amendment #3: Janiece Jankowski (Lisa Pano/McLaughlin): 17 yes, 5 no. Passes.**
 - Clarification by Baxter: should review only be by the BAC to the Executive Committee, and only go to full Senate if the recommendation changes the normal process?
 - **[Amendment #4] Motion that these recommendations only need to be approved by the full Senate if they vary from the normal process, otherwise EC will approve: Janiece Jankowski (Dan Kelly). 18 yes, 1 no. Passes.**
 - Clarification by Baxter: if approval happens from BAC/EC, due to scheduling variations, will the changes be retroactive to the July start of the fiscal year? Review cannot happen until after July 1st, and possibly not until fall or even winter. Should it take effect in following year, but would then have a significant lag and need to be compared to following year's budget.
 - **[Amendment #5] Motion that raises be retroactive to previous July 1: Lynn Emminger (Dan Kelly). 18 yes, 2 no. Passes.**
 - **Vote on motion to approve BAC officer stipend proposal with five amendments. 18 yes, none against. Passes.**

- Chair proud of level of transparency and involvement by the senate in these important decisions

Russ Crispell & Kathy Aiken present on Cortland trip to visit their Rec & Wellness facility.

- Straw poll at meeting shows senators don't utilize rec & wellness resources on campus.
- Kathy Aiken presents details:
 - Convenience is paramount to use of facilities; cost is another big factor.
 - Cortland tour: underlying curiosity in visit of facility: how does this all effect staff?
 - Several pictures of the space; the effort is collaborative; the committee would like to have a collaborative symposium on brainstorming for planning the efforts.
- Q/ how much bigger is UB than Cortland? A/ Cortland is about 1/3 the size of UB.
- Russ Crispell explains more about the plans & logistics: focuses on convenience and options.
- UB does not utilize the services and facilities that already exist. It's not about the bricks and mortar but the opportunities and education. The needs and wants of staff & faculty need to be heard to make this successful.

** Chair Licata announces this is his final senate meeting.

ADJOURNMENT

Adjourned: 1:36 p.m.

*Attendance sign in sheet(s) housed in the PSS office.
Meeting audio recording available in the PSS office.*