

Report to the Faculty Senate Executive Committee

Submitted on February 20, 2015

by Professor Gabriela K. Popescu

Chair, Committee on Faculty Tenure, Promotions, and Privileges

Faculty Senate Committee on Faculty Tenure, Promotions, and Privileges

Charge: This Committee shall review, report, and recommend to the Faculty Senate matters concerning standards within the University regarding appointment, promotion and tenure of faculty, and matters concerning faculty rights and privileges.

Roster: Bisantz, Ann; Dean, Grace; Holstun, James (Secretary); Li, Chunhao (Chris); Mohan, Satish; Popescu, Gabriela (Chair); Silverman, Rob; Udin, Susan; Xu-Friedman, Matthew; Zubrow, Ezra (ex-officio)

Report Date: February 18, 2015

Meeting History (meeting dates, conference calls, major discussions):

May 17: We organized ourselves as a committee decided to request a meeting with Professor Athena Mutua, former Chair of the Commission for Academic Excellence and Equity to discuss our data request.

June 13: We met with Professor Mutua and discussed the findings of her committees. We also discussed our data request and online course evaluations.

July 14: We discussed potential problems with the new evaluation system with regard to tenure and promotion, and the failure of the Senate leadership to submit it to our committee ahead of time for review; the need for new committee members, including those representing diverse groups; and the implications of the proposed new GenEd committee for our committee's charge.

August: We did not meet in August.

September 14: We met with Vice Provost for Equity and Inclusion Teri Miller and discussed ways in which we might work together on shared interests. She emphasized diversity problems at UB, including problems with women not moving into leadership positions. We discussed the need for data on promotion and tenure.

October 10: We discussed new potential committee members, the language of the data request from the VPFA, the role of inter-departmental programs in promotion and tenure, the need for researching exit interview material, and our forthcoming meeting with VPFA Robert Granfield.

November 11: We discussed the language of our data request, and our committee's work on mentoring and faculty retention, exit interviews, and the integration of the promotion process and unity impact.

December 12: We met with VPFA Robert Granfield. Each committee member presented a particular concern for our future attention, and Vice Provost Granfield declared his intention to assemble a Chairs' Advisory Council to open a discussion of tenure and promotion policies, including for community engagement, the slowness to fill the 250 new faculty lines approved and budgeted, and the general problems following from inadequate state funding.

January 30: We defined our priorities for Spring Semester, including our top three: (1) Clock stop/parental leave; (2) Analyzing data on promotion and tenure, and (3) committee visibility to the faculty.

February 20 (postponed): The Committee will discuss its forthcoming work on how to regularize among departments and programs a policy on tenure, and parental leave/stop clock.

March 2, 10AM (280 Parker Hall)- Prof. Susan Udin will attend meeting of VPFA and Chair of PRB and interested faculty;

Major Objectives:	<p>(1) Analyze data on promotion and tenure (Holstun, Udin) (2) review/evaluate clock stop/parental leave policies (Bisantz, Udin) (3) Enhance committee visibility to the faculty (Dean, Popescu)</p>
Emerging Objectives:	<ul style="list-style-type: none"> - Evaluate existing criteria for defining faculty success; readiness for tenure/promotions/awards (Mohan, Popescu) - Evaluate criteria for promoting faculty with interdepartmental appointments (Xu-Friedman, Silverman) - Policies for enhanced retention (Chunhao)
Potential Work Products or Milestones for Completion of Objectives	<p>Report on TPP data by September 2015 Recommendations for tenure clock stop policies Develop activities/materials to inform constituent members of our services</p>
Timeline for Completion of Objectives:	<ul style="list-style-type: none"> - Obtain and analyze TPP data from VPFA office; report to FSEC - Evaluate clock stop policies; report to FSEC
Specific actions requiring FSEC approval	<p>Ongoing: approval of new members</p>
FSEC Comments:	