

Faculty Senate Executive Committee

Minutes of April 5, 2000 - (approved)

E-MAIL: ZBFACSEN@ACSU.BUFFALO.EDU

The Faculty Senate Executive Committee met at 2:00 PM on April 5, 2000, in Capen 567 to consider the following agenda:

1. [Approval of the minutes of March 22, 2000](#)
2. [Report of the Chair](#)
3. [Report of the President/Provost](#)
4. [Update on the Task Force on Racial and Ethnic Diversity](#)
5. [Report of the Faculty Senate Affirmative Action Committee](#)
6. [Campaign for UB update](#)
7. [Old/new business](#)

Item 1: Approval of the minutes of March 22, 2000

The minutes of March 22, 2000, were approved.

Item 2: Report of the Chair

The Chair reported that:

1. he attended a Professional Staff Senate meeting at which John Sheffer, Director of the Institute for Local Governance and Regional Growth, gave an excellent presentation about activities for promoting and studying regionalism; Dr. Jean Wactawski-Wend also spoke on the Women's Health Initiative
2. at the meeting of the Provost and the Deans he learned that Dean Shulman will be the coordinator of the next SEFA campaign; two Faculty Senate resolutions, the Resolution on Student Evaluations of Instructors and the Resolution on Reasonable Progress to Baccalaureate Degrees, were discussed and seem likely to be recommended for Presidential acceptance; the Deans are returning to the cognizant deans requests for two departmental name changes, viz. Clinical

Laboratory Sciences to Biotechnology and Laboratory Medicine and Geology to Earth and Environmental Sciences; Senior Vice President Wagner presented a draft document on Principles of Decentralization Financial Management, which draft has also been given to the Budget Priorities Committee; the Deans would like to discuss in detail topics such as research contracts, technology transfer, distance learning, issues coming from the College of Arts & Sciences, and issues of investment in academic programs

3. he attended a meeting of the Student Union Committee last Friday at which Student Union hours in general and for *The Spectrum* in particular were discussed; the Committee decided on a compromise for the remainder of this semester under which *The Spectrum* will pay to extend Student Union hours for one day each week and the Office of Student Affairs for two additional days; because students working for *The Spectrum* and for *Generation* receive academic credit from the English Department, the situation is similar to a laboratory course or practicum; the Student Union Committee will work further on this issue
4. the *US News and World Report* newest ratings of graduate programs are available on-line at <<http://www.usnews.com>>, and UB did not do well; he only saw listed the Department of English, which ranked 29th and the Graduate School of Education which ranked 47th
5. Ms. Monica Monyo was elected President of the Student Association; he asked Ms. Monyo to address the FSEC; she indicated that she will be meeting with her Board to finalize the 2000/2001 Student Association agenda; her experience last year as Vice President prepared her for the President's responsibilities and will make the transition to a new administration easier; the Student Association's Finance Committee will be allocating its \$1.8 M budget soon; Spring Fest is organized and should be good

- offer one piece of advice - delegate responsibility (Dr. Coles)
- what are the students' top issues? (Professor Adams-Volpe)
- Student Union hours and getting students' evaluation of teachers on-line; will survey the students to try to identify issues other than parking (Ms. Monyo)
- is there interest in the College of Arts & Sciences situation? (Vice Provost Fischer)
- there is concern about using more TA's rather than faculty (Ms. Monyo)
- should consult with faculty before making student evaluations of faculty accessible on line; there are privacy issues and issues about how the questionnaire is constructed (Professor Welch)
- a group is working with Professor Peter Gold on the questions that will be asked (Ms. Monyo)

Item 3: Report of the President/Provost

There was no report of the President/Provost.

Item 4: Update on the Task Force on Racial and Ethnic Diversity

Assistant Vice President Townsend, chair of the Task Force on Racial and Ethnic Diversity, was unable to attend and asked Dr. Durand, chair of the Task Force's Writing Committee, to speak on his behalf. Loyce Stewart, Director of the Office of Equity, Diversity and Affirmative Action, joined Dr. Durand. The Chair noted that the Faculty Senate Affirmative Action Committee had recommended the creation of the Task Force and that the FSEC was particularly interested in hearing about the Task Force's work.

Dr. Durand stated that the Task Force's charge was to assemble, assess and analyze data on issues dealing with race and ethnic diversity on campus and to report to the President on the state of affairs on campus, including an assessment of the effectiveness of those entities responsible for monitoring the process of diversity. The Task Force began meeting in February 1999. The Task Force divided into three subcommittees to deal respectively with the recruitment, appointment, promotion, tenure and retention of faculty and staff; with the same issues in regard to students; and finally with the campus climate. Representatives from the three subcommittees formed the Writing Committee and have begun structuring the Task Force's report. The Task Force is seeking data from Deans and other Directors, etc. to fill in gaps in record keeping over the past twenty years and their comments on difficulties they have experienced.

There were comments from the floor:

- is the Task Force looking at all levels of staff? (Professor Fournier)
- for faculty and staff the Task Force is covering the four UB hiring entities, the state, the Research Foundation, the UB Foundation and FSA (Dr. Durand)
- how is ethnicity defined by the Task Force? (Professor Malone)
- the Task Force is only looking at minorities; minority is defined as African-American, Hispanic, Asian-American and Native American (Dr. Durand)

- will not get a good reception to asking for twenty years worth of data since most offices will have discarded older material (Professor Baumer)
- must a person be a US citizen to be counted as an under-represented minority? (Professor Schroeder)
- citizenship is irrelevant for purposes of race (Ms. Stewart)
- what is the reporting time frame? (Professor Nickerson)
- the subcommittees have provided interim reports; Assistant Vice President Townsend hopes to have the Task Force final report done by the end of the fiscal year (Dr. Durand)
- how is the Writing Committee organized? (Professor Nickerson)
- I am chair; the Committee has five members, divided between faculty and professional staff members; the Committee is using information sharing sessions for data gathering; it is also using such additional techniques as surveys, focus groups, and one on one interviews; the Task Force as a whole is providing data and directions (Dr. Durand)
- given the scarcity of data that you have discovered, will the Task Force recommend new ways of compiling data? (Professor Schack)
- we have data before 1984 on paper; the Task Force doesn't have the resources to compile information from that paper data; from 1984 forward we have accurate, accessible information (Ms. Stewart)

Item 5: Report of the Faculty Senate Affirmative Action Committee

Because of a conflict between class and the FSEC meeting Professor Rosenfeld, co-chair of the Faculty Senate Affirmative Action Committee, could not attend, but he provided a written report which touches on a matter referred to the Committee by the FSEC, specifically appointments in the Provost's Office made without a search. Professor Rosenfeld and Professor Banks, the other co-chair of the Affirmative Action Committee, had a lengthy and cordial meeting with the President and the Provost who affirmed their interest in "developing and faithfully following proper guidelines for hiring - at all levels of university appointment." He added that both he and Professor Banks were appointed to the Task Force on Racial and Ethnic Diversity. Professor Rosenfeld attached a letter from Professor Banks which expressed concerns about the climate of women's athletics, especially in regard to violence and racial divisions.

There were comments from the floor

- find Professor Banks' statements about women's athletics graphic and disturbing, and would like to hear from him (Professor Adams-Volpe)
- what he is saying is wrong (Professor Malone)
- FSEC should treat Professor Banks comments as committee work in progress and should not disseminate them (Professor Nickerson)
- Professor Banks says he wants his thoughts disseminated, and they have been disseminated to the FSEC which should not try to suppress them (Professor Schack)
- after the Committee has had a chance to discuss Professor Banks' views, it would then be appropriate to disseminate the Committee's work (Professor Malone)
- is there some way of determining whether an individual is a member of a minority group? (Professor Fourtner)
- you are a member of the group if you have one drop of the group's blood; as a consequence you can be a member of multiple groups (Professor Baumer)
- there is no biological, scientific or objective evidence to support the idea of race; it is only a common understanding, especially in the United States (Professor Meacham)
- race is also a political construct which is important in legislation and in data gathering (Professor Welch)
- even though race is not grounded in biology or genetics, the idea of race is extremely important in how this society allocates resources and privileges (Professor Meacham)
- federal government sets the definitions of race and ethnicity and for diversity purposes, we use those definitions; the definitions have changed over time, which can cause confusion (Ms. Stewart)

Item 6: Campaign update

Vice President Stein provided an update on the Campaign for UB. This is the first campaign in UB's private or public history that is a national campaign, is aimed primarily at alumni, and in which all UB's Schools are participating. The goal of the Campaign is \$250 M. We are three and a half years into a seven year Campaign. To date we have been in the quiet phase of the Campaign; there will be a

public announcement of the Campaign in the Fall at which time we hope to already have \$150 M in pledges. In an aside Vice President Stein reminded the FSEC that there had been two prior campaigns, one in 1929, the other in 1986, both of which were announced on dates remembered for major stock market crashes. To date the Campaign has been extremely successful and is on track to meet its overall goal. Since several Schools have already nearly met their agreed upon targets, they will raise their goals.

The graduate and professional schools have kept track of their alumni, but UB has lost track of many of its undergraduates. The response of those undergraduate alumni has provided the biggest surprise in the Campaign. For example there was a \$20 M gift for a department in the College of Arts & Sciences. We will be building relationships with this group.

There were comments and questions:

- what percentage of collections are in cash as opposed to non-spendable gifts like buildings?
what percentage of cash gifts are unrestricted? (Professor Boot)
- Ed Schneider, Executive Director of the UB Foundation, would know the percentage of cash versus other kinds of gifts; UB receives about \$2 M annually in totally unrestricted cash gifts; most large gifts are restricted to specific purposes; UB's policy is, however, that academics drive development activities, not the other way around so gifts that did not forward directions the University wanted to take have been refused; UB uses the standard, national accounting practices used by other academic institutions in its development activities (Vice President Stein)
- the University is spending unrestricted funds to pay for the costs of development activities; is it spending more than the \$2 M in unrestricted funds that are generated by development activities? (Professor Boot)
- there are vehicles by which restricted dollars can be used to fund development activities, and I intend to recommend that UB explore the use of these vehicles (Vice President Stein)
- thought that Athletics had received far more money than the \$1.7 M listed for it (Professor Fournier)

- Athletics has received only \$1.7 M in philanthropy; has received other monies from sponsorships and from quid pro quo "gifts" (Vice President Stein)
- success of development activities should not be measured by the amount of unrestricted funds it generates, but rather by the total of all gifts; money spent in general fund raising is an investment which supports solicitation of large gifts targeted at programs which is where the most money can be generated (Professor Baumer)
- other AAU institutions charge administrative fees against restricted funds to support development activities; some institutions hold a restricted gift for a year, taking for unrestricted use the income earned off the gift, but don't see that as a possibility for UB (Vice President Stein)
- any chance that the Honors Program will be endowed rather than supported by annual gifts from an anonymous donor? (Professor Schack)
- the donor has said that if we get other donors to support the program, he will consider endowing the program, however, since he can make more money on his investments than UB can, we may end up with less money annually; it is possible for a donor to continue to control the investment of his money, but can not then control the administration of the endowment, e.g., can't name the holder of an endowed chair (Vice President Stein)
- am concerned that all funds budgeting will discourage gift giving since its effect is to take away state money equal to the amount of the gift (Professor Fournier)
- more difficult to do that with restricted gifts which are the majority of the large gifts (Vice President Stein)
- not difficult; if a department gets an endowed chair, the next state funded faculty line that becomes available disappears and the total number of faculty is still the same as before the gift (Professor Schack)
- that scenario is currently very unlikely because a gift for an endowed chair is typically too small to fully support the holder of the chair so the gift is just added to an existing state funded line; there will come a time when we are successful enough in fund raising that it could be a problem; for the present our thirty year lack of extensive contact with alumni has resulted in smaller and fewer gifts (Vice President Stein)

- would be more incentive to work for gifts if we could keep at least some percentage of the extra money (Professor Adams-Volpe)
- not a proponent of all funds budgeting; a donor expects his gift to make a difference and he has a clear vision of what his money should do (Vice President Stein)
- is there an external leader for the Campaign? (Professor Malone)
- the four co-chairs of the Campaign are Bill Niese, Jim McLernon, Frank McGuire, and Gerald Lippes (Vice President Stein)
- take our comments on all funds budgeting to the President (Professor Baumer)

Item 7: Old/new business

Professor Easley moved (seconded) the following: "The Faculty Senate Executive Committee rescinds its support of Dean Louis Goldberg's recommendation to abolish the Department of Oral Health Services and Informatics in the School of Dental Medicine and sends the matter to the Academic Planning Committee to be reconsidered and comprehensively reviewed." Professor Easley explained that the matter of the dissolution of the Department of Oral Health Services and Informatics did not receive the same level of review by the Academic Planning Committee as did the matter of the creation of the Department of Women's Studies, nor did the dissenting members of the Department have the same opportunity to present their case to the APC. He noted that the Department of Oral Health Services and Informatics had more full time, part time and adjunct faculty than does the Department of Women's Studies, and its program was unique. He added that the APC's review process was very abbreviated. Professor Easley was not permitted to hear Dean Goldberg's testimony to the APC; he appeared before the APC but was only asked a few questions; his recommendation that APC hear from the chair of the interdepartmental task force which had assessed the Department and made recommendations to Dean Goldberg was ignored. Professor Easley acknowledged that APC's decision might be the same even after a more thorough review, but he believes the matter deserves thorough review.

The Chair suggested postponing discussion of the motion until the Chair of the APC is present.

- will there be administrative action on the recommendation during the two weeks before the next FSEC meeting? (Professor Schack)

- timeliness is of importance given the imminent retirement of Dean Goldberg (Professor Easley)
- not clear that the APC would take action on the returned issue within the two weeks (Professor Malone)
- these matters have been handled far too casually by the APC and the FSEC; think we should raise the acceptable threshold of review (Professor Schack)
- assume that the FSEC based its acceptance of the dissolution of the Department of Oral Health Services and Informatics on the APC's recommendation which was in turn based on what Dean Goldberg told the APC; Dean Goldberg's statements, as reported in the minutes, are questionable and his promises will not be fulfilled; for example, the teaching responsibilities of the Department have not been absorbed by other departments, and the Department's faculty have been disbursed throughout the School (Professor Easley)
- FSEC relied on the APC's report that the Department after adequate discussion was in favor of the dissolution which Professor Easley has denied; don't know how to undo our mistake other than being more careful next time (Professor Boot)
- the APC's report on the merger of the School of Pharmacy's Department of Biochemical Pharmacy and the School of Medicine's Department of Pharmacology and Toxicology also lacked information on dissent within the two departments to which affected members of the FSEC attested; it appears that APC determines whether proper procedures have been followed by asking the dean if they have; the APC did not contact faculty directly (Professor Schack)
- was very interested in the matter of the Department of Oral Health Services and Informatics, so listened very closely to the APC report and heard that there were no problems (Professor Cedric Smith)
- would prefer that Professor Welch were here to respond to these comments; rescinding the FSEC approval is one issue, but asking the APC to reconsider will require that it be willing to do so; if the dissolution has already been accomplished, FSEC's rescinding its approval will have very little effect (Professor Malone)
- the FSEC has the authority to charge the APC without getting the APC's consent to the charge; the APC can then choose not to carry out the charge or come to the FSEC saying

the charge is unreasonable; should admit that we acted precipitously and the administration should do likewise (Professor Schack)

- the APC heard Dean Goldberg behind closed doors; the APC process should be more open and adversarial (Professor Easley)

The motion passed (10-0-2).

Professor Easley noted his dismay that this discussion and vote had been held in Professor Welch's absence. He had purposefully sat next to Professor Welch to allow Professor Welch easy access to him for a rabbit punch. The meeting ended in laughter at the image of that distinguished professor engaging in fisticuffs rather than reasoned argument.

Professor Fisher asked the Chair to supply a copy of Professor Sheffer's address to the Professional Staff Senate.

There being no other old/new business, the meeting adjourned at 4:10 PM.

Respectfully submitted,

Marilyn McMann Kramer
Secretary of the Faculty Senate

Present:

Chair: P. Nickerson

Secretary: M. Kramer

Architecture: R. Shibley

Arts & Sciences: W. Baumer, C. Fournier, J. Meacham, S. Schack

Dental Medicine: M Easley

Engineering & Applied Sciences: D. Malone

Graduate School of Education: T. Schroeder

Law: L. Swartz

Management: J. Boot

Medicine & Biomedical Sciences: Cedric Smith

SUNY Senators: J. Adams-Volpe, J. Boot, H. Durand, J. Fisher

University Libraries: A. Booth

Guests:

C. Welch, Chair, Academic Planning Committee

M. Monyo, Student Association

W. Coles, Chair, Professional Staff Senate

M. McGinnis, *Reporter*

B. Ahmad, *The Spectrum*

A. Lerman, *The Spectrum*

W. Fischer, Vice Provost for Faculty Development

K. Levy, Senior Vice Provost

L. Stewart, Director of the Office of Equity, Diversity and Affirmative Action

J. Celock, Red Jacket Hall Council

R. Stein, Vice President for University Advancement and Development

Excused:

College of Arts & Sciences: Charles Smith

School of Information Studies: C. Jorgensen

Medicine & Biomedical Sciences: B. Albini

Absent:

Health Related Professions: J. Tamburlin

Nursing: E. Parese

Pharmacy: N.