

Faculty Senate Executive Committee Meeting
October 11, 2017
567 Capen Hall

Attendance: attached at end of document.

All proceedings of the meeting recorded and can be found on the UB FSEC Box.

Meeting called to order by Chair & Presiding Officer, Dr Phil Glick at 3.00pm

Beth Tauke raised a point of order: Motion to change the order of items in the agenda – move the Public censure resolution before/ahead of the FS meeting agenda. Motion was seconded by Diane Elze.

Public censure resolution moved ahead in the agenda by secret ballot with 13 yea and 2 nay and 1 abstain votes.

Dr Glick reminded everyone of the quotes from Elie Wiesel, "*We must take sides. Neutrality helps the oppressor, never the victim. Silence encourages the tormentor, never the tormented. Sometimes we must interfere.*"

And from Simon Wiesenthal, "*For evil to flourish, it only requires good men to do nothing.*" Encouraged senators to vote versus abstain.

Agenda for 10/11/2017 was accepted unanimously.

Minutes of 10/04/2017 was approved unanimously.

Chairs report:

- a. The Chair congratulated Fred Doloresco and his family on the birth of their daughter, Eva Serafina.
- b. Dr Glick reminded the committee that the members will be limited to 3 minutes during discussions and no one will be permitted to speak until all members have spoken once. A timer would be maintained.

- c. Dr Glick reiterated President Tripathi's State of the University address last Friday. The remarks have been added to the FSEC box for today. In response to the Dennis Black matter, the President has assigned authority for all financial decisions and transactions in the Faculty Student Association and the former University Life and Services organization to the Vice President for Finance and Administration, Laura Hubbard. Additional policies and procedures have also been put in place. He ended by applauding the campus community for respecting each other's right to express their viewpoints.
- d. UB is withdrawing the Honorary doctorate conferred on Harvey Weinstein by then President William R. Greiner on behalf of the Board of Trustees of the State University of New York. September 7, 2000.
- e. SUNY Office of Diversity, Equity and Inclusion and the University Faculty Senate will be hosting a conference entitled "Engaging Diversity, Equity and Inclusivity in the Classroom, Campus and Community: Celebrating a Decade of Transformational Diversity Leadership" on November 29-December 1, 2017 at the Albany Marriott Hotel, located at 189 Wolf Road, Albany, New York. This conference will leverage SUNY investments in student success and diversity while exploring best practices in recruitment and retention of students, faculty and staff within the domain of higher education.
- f. SUNYSA is not co-sponsoring a rally on October 22 in support of the legislation for Governor Cuomo to sign the legislation to fully fund the SUNY MOE Bill and not veto it as he has done in years past.
- g. On October 19 and 20, UB SUNY UFS Senators, CGL's will be attending the Fall UFS 177th Plenary meeting in Delhi NY.
- h. A committee will be formed to determine the recipients of the UB FS Shared Governance Award to be given to a faculty member, staff member, VP, Dean, department chair or committee members who best exhibit the values of Shared governance.
- i. The Gender Equity Salary Study (GESS) Committee co-chairs are hosting two **Town Hall Meetings** to discuss gender equity at UB, and to obtain feedback about the Committee's proposed methodology for a salary study conducted jointly by UB's faculty

and administration. Meetings will be held on UB's North and South Campuses, as follows:

- i. Thursday, October 19, 2017 3:00 – 4:30 p.m., 105 Harriman Hall, South Campus
- ii. Monday, October 23, 2017 3:00 – 4:30 p.m., The Buffalo Room – 10 Capen Hall, North Campus

COACHE Survey Results: The results of the COACHE survey which is a climate survey regarding the job satisfaction of tenured and non-tenure track full time faculty was presented by Robert Granfield, Vice Provost for Faculty Affairs and Tilman Baumstark, Vice Provost for Faculty Affairs.

UB had a 44% response rate, which was among the high response rate Universities. They highlighted some of the strengths and weaknesses that were observed in the survey results, which give insight into how UB compared with both the large cohort of Universities and with other research institutions such as Stonybrook, North Carolina, Purdue, Minnesota and Pittsburgh. The most obvious strengths that the office thought we were ahead in the curve were mentoring and satisfaction with the Deans. The concerns were Departmental quality and leadership.

In response to questions, they revealed that they were willing to visit the decanal units that they were invited to, to present the results. Compared to earlier survey results, there was improved mentoring, decanal leadership and leadership engagement.

The Office of the Vice Provost was thanked for their efforts.

A motion to remove the 'censure resolution' was presented by Beth Tauke.

Motion moved forward with discussion: Yay=15

Nay = 2

Abstain = 2

Dr Glick reminded everyone that they were on a timer for 3 minutes.

Discussion started with Beth presenting the case as indicated in the material given on 10/4/17.

Marina Tsianou who was a member of the subcommittee charged with looking into the issue at the School of Architecture stated:

1. They had looked at all the available documents very carefully and had concluded that the Department had not followed protocol.
2. When requested no specific valuable information was given by the Department.
3. Beth Tauke had a conflict of interest since she was a member of the mentoring committee in question and should recuse herself.

Susan Dow: presented a question for the committee as to why the Provost has the ultimate authority but is not mentioned while the Dean is.

Ezra Zubrow: wanted to know whether the Chairs consult with the faculty
Mentoring reports are required for promotion but not renewal
Is faculty report shared with the faculty involved?

Peter Elkin: The Provost believes that the FSEC should not be involved.
Does the FS have the authority to take up this matter according to the SUNY board and therefore we should not pursue this matter without knowing whose job it is.

Deborah Chung: Faculty grievance is the core of our job
Beth's document does not justify that the process was followed
The term unilateral in Beth's document is vague.

Diane Elze: There are gaps in our knowledge
There is a question about our purview
No good can come by censoring and this committee is at risk of looking foolish.

Mike Hatton: If the School of Architecture did not meet with the sub-committee, the gaps in knowledge are contrived.

In response to whether the committee had received legal opinion (it did not), it was stated that the committee had received legal research.

James Milles: This body has no authority to expect the Dean/Provost to respond to the subcommittee.

Cemal Basaran: The legal research and the Parliamentarian's view was presented last year. The material was presented to the new members two weeks ago.

Laura Anderson: If this matter is based on empathy for the candidate, she has enough material to find a job since many had faced non renewal and found alternate jobs.

Jurriaan de Jong: Does the case warrant such severe action?

Jim Lenker: Setting aside the legal aspect, we need to be judicious and consider who is going to benefit?

We need to hear from the HR and UUP before sending to FS.
It was mentioned that the UUP had sent it to the FSEC and HR said it did not fall within their purview.

Dr Glick called the question- Yay = 17
Opposed = 1
Abstain = none

A vote was taken whether the matter should be sent to the FS.

The motion to move forward got a vote of: Yay = 12
Nay = 9

The Matter will be added to the New Business on the FS agenda,
10/17/2017.

Beth Tauke: Asked for the presentation to the FS be postponed until the
December 12th meeting.

The motion to postpone failed with Yay= 9 votes
Nay = 11 votes

10/17/17 FS Meeting Agenda approval was approved.

Jim Lenker 2 items for discussion are moved to the 10/25/17 FSEC
agenda.

The FSEC moved into executive session at 4:31 pm.
The executive session ended at 4:33pm
The FSEC meeting adjourned at 4:34pm.



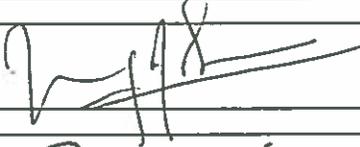
University at Buffalo
OFFICE OF SHARED GOVERNANCE
FACULTY SENATE

Executive Committee Meeting
Wednesday, October 11th, 2017
3:00pm - 4:30pm, 567 Capen Hall

CHAIR:

Philip Glick **PRESENT**

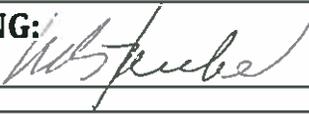
SECRETARY:

Jessy Alexander 

PARLIAMENTARIAN:

James Hassett 

ARCHITECTURE & PLANNING:

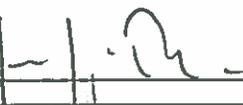
Beth Tauke 

ARTS & SCIENCES:

Sampson Blair 

Michael Cowen 

Kenneth Dauber **ABSENT**

Jean-Jacques Thomas 

DENTAL MEDICINE:

Michael Hatton 

EDUCATIONAL OPPORTUNITY CENTER:

Chris Yuen 

ENGINEERING & APPLIED SCIENCES:

Deborah Chung 

Marina Tsianou 

GRADUATE SCHOOL OF EDUCATION:

Samuel Abramovich 

LAW:

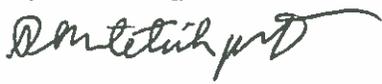
James Milles **PRESENT**

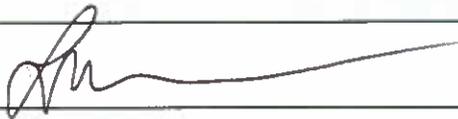
MANAGEMENT:

Jurriaan de Jong 

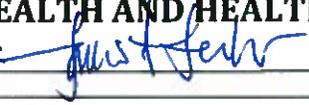
MEDICINE & BIOMEDICAL SCIENCES:

Peter Elkin 

Robert Miletich 

NURSING:
Laura Anderson 

PHARMACY:
Fred Doloresco EXCUSED ABSENCE

PUBLIC HEALTH AND HEALTH PROFESSIONS:
Jim Lenker 

SOCIAL WORK:
Diane Elze PRESENT

UNIVERSITY LIBRARIES:
Susan Dow 

SUNY SENATORS:
Cemal Basaran 
Philip Glick PRESENT
Kathleen Kielar
Ezra Zubrow 

PRESIDENT OF THE UNIVERSITY AT BUFFALO:
Satish Tripathi ABSENT

PROVOST OF THE UNIVERSITY AT BUFFALO:
Charles Zukoski ABSENT

PROFESSIONAL STAFF SENATE:
Domenic Licata ABSENT

COUNCIL OF ADVOCACY AND LEADERSHIP (COAL):
Mike Brown ABSENT

INVITED GUESTS:
BOB GRANFIELD, TULLMAN BAUMSTARK

OTHERS IN ATTENDANCE:

Lindsay Allen 