

FACULTY SENATE EXECUTIVE COMMITTEE

Minutes of April 24, 2002 - (approved)
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The Faculty Senate Executive Committee met at 2 PM on April 24, 2002 in Capen 567 to consider the following agenda:

1. [Report of the Chair](#)
2. [Report on Assessment of General Education - Vice Provost Kerry Grant, Associate Dean For General Education Peter Gold](#)
3. [Update on the online directory - Associate Vice President for University Communications Carole Smith Petro](#)
4. [Faculty Senate Committee reports: Academic Planning, Professor Diane Christian, Chair; Admissions and Retention, Professor Troy Wood, Chair; Bylaws, Professor Judith Hopkins, Chair; Public Service and Urban Affairs - Professor Robert Shibley](#)
5. [Old/new business](#)

Item 1: Update on the online directory

Associate Vice President Petro talked about current difficulties with UB's paper UB Telephone Directory and demonstrated the new online directory, , which will replace LDAP and which is available from UB's home page

- scope of the paper directory has shrunk because of costs, e.g., have eliminated emeritus faculty and downsized the departmental blue pages

- new online directory is based on LDAP data but has enhanced search and filtering capabilities, e.g., query Michael Cohen now also retrieves Michael E. Cohen, key word search on "audio-visual" produces "Computing and Information Technology: Audio/Visual Services"
- departmental information is included in the online directory; getting departmental information from 350 units has been difficult because many units have not responded to inquiries; in future only blue pages may be issued in paper format
- personnel data is given in two forms; official data which comes from Human Resources and can be corrected only by them upon notification of error and preferred data which is self-editable
 - provide link to Human Resources from the entry, so corrections can be submitted electronically (Professor Ram)
 - would be useful to have consistency in UB's web pages (Professor Cohen)
 - UB currently has 500 K web pages; difficult to impose conformity without stifling creativity (Associate Vice President Petro)

Item 2: Report on Assessment of General Education

As part of the implementation of the SUNY Board of Trustees General Education Requirement, each campus was required to submit a plan for campus-based assessment of its General Education Program which plan must carry the endorsement of the campus faculty governance body in addition to that of the campus Provost. Vice Provost Grant and Associate Dean Gold presented University at Buffalo General Education Assessment Three-Year Schedule including, in Particular, First Year Assessments of Western and Other World Civilizations, Natural Sciences, and Information Management and asked for FSEC endorsement. The Chair noted that the document is in the hands of the Academic Planning Committee who will review and report on it to the FSEC.

Vice Provost Grant set the ground to the discussion by explaining:

1. UB's plan is significantly overdue because getting input from faculty about how to structure the mandated assessment proved difficult and slow; some faculty have still not responded

2. FSEC is being asked to expeditiously endorse the plan with the understanding that it is a work in progress; FSEC will have opportunity to look at the plan again as it is fleshed out in implementation.

Associate Dean Gold explained that

- SUNY requires assessment of ten learning outcomes and two skills on a three-year cycle; present document presents specifications for the first year and a schedule for the remaining two years
- assessment is course-embedded, meaning that faculty will look within the courses for evidence that the students have successfully achieved the desired learning outcomes
- chose to assess World Civilization, Natural Sciences and Information Management because they are the most straight forward and had sufficient faculty input from those areas
- Critical Thinking skill will be very difficult to assess since it is embedded in all courses, not confined to one; will look for guidance as other campuses submit their plan; the learning outcomes that are scheduled for assessment in the second and third years are ones in which there has been change from UB's old General Education program

Vice Provost Grant continued:

- format of the Schedule follows an outline from the General Education Assessment Review (GEAR) Committee, the SUNY body charged with reviewing and approving campus plans
- Schedule avoids specifics, believing the specifics of assessment are the province of the academic units

The Chair asked for discussion from the floor:

- important to recognize that this process of review is, like the Mission Review process, iterative between SUNY and the campus; (Professor Nickerson)
- at the last SUNY Senate meeting Provost Salins said that SUNY would not use assessment data for comparison among campuses; SUNY Senate is opposed to SUNY gathering

assessment data from the campuses, inter-campus comparisons or the imposition of system-wide assessment criteria (Professor Cohen)

- important to note that UB's assessment plan is based on faculty input (Associate Dean Gold)
- Provost Salins may still favor system-wide, standardized tests (Professor Nickerson)

There was a motion (seconded) to endorse the proposed plan. The motion passed with one abstention.

Item 3: Report of the Provost

The Provost and President Greiner accompanied by a UB delegation that included some of our corporate partners and area business people visited Washington, meeting with Senators Schumer and Clinton and Representatives Quinn, La Falce, and Reynolds. The Senators were impressed by UB's external support and by our record of accomplishment. Some \$3.1 M in federal monies has been promised, and UB is asking for \$10 M for the coming year.

She and Senior Vice Provost Holm also visited the Keck Foundation in California. The Foundation was very impressed by UB's mix of expertise building off bioinformatics. UB needs better PR in this area since we are ahead of our peers in many ways.

She is on an AAU committee that is looking for ways to measure quality in higher education, a topic related to assessment of student learning outcomes. AAU is interested in providing a credible surrogate to the US News and World Report rankings. Columbia University is, for example, doing a before/after undergraduate experience test to assess critical thinking. Columbia had difficulty in getting to students to participate in the testing; paying them money got them to the test but did not ensure a motivated effort.

SUNY did not fund UB's increased enrollment to the full level promised in the Memorandum of Understanding (MOU). To order to deal with the shortfall in funding the Deans have been asked to cut the number transfer students who will be admitted. This has been very destructive of the Provost's credibility with the Deans who worked hard to meet head count and selectivity targets. It also makes future planning more difficult.

- Provost Salins says that SUNY is asking that the University Centers accept only transfer students with two year degrees, not that they reduce numbers of transfer students (Professor Malone)
- most transfer students admitted to UB have the two year degree and are academically qualified, so effectively SUNY is asking us to cut enrollments of transfer students (Provost Capaldi)

Item 4. Report of the Chair

The next FSEC meeting is the last of the 2001/2002 academic year. Vice President Turkkan will speak on centers and institutes and the remaining Faculty Senate Committees will report. The Chair will then ask for input on committee chairs and members for next year.

For the May 7 final meeting of the Faculty Senate the Chair has scheduled a review of the Committees and their membership and a presentation by a student active in a campus movement concerning international workplace exploitation.

Professor Nickerson attended a meeting of the Graduate School Executive Committee on behalf of the Chair. The Executive Committee approved a change in the Graduate School Bylaws creating a two-tiered faculty composed of associate members and senior members. All current members of the Graduate Faculty will be carried over as senior faculty. Schools wishing to do so may propose associate members who will be able to supervise Master's students but not Ph.D.s. The new category has been proposed to allow sufficient supervision of the increasing number of Master's students and is particularly important to clinical programs. The changes will be discussed and voted on at the annual meeting of the Graduate Faculty. Issues of grade replacement in the Graduate School were also discussed and will be carried over to next academic year.

Item 5: Faculty Senate Committee reports

Professor Christian, Chair of the Academic Planning Committee, reported that the Committee looked at issues in the School of Medicine & Biomedical Sciences, problems in the Writing Program and its supervision by the Dept. of English, and the proposed creation of a School of Public Health. The problem with the Writing Program resolved itself in committee, and the preliminary work for the proposed school is going well. The Committee, therefore, spent its time on problems in the School of Medicine & Biomedical Sciences.

- faculty from the School were added to the Committee to increase its expertise
- looked at the practice plan, the School's relationship to the hospitals, and the relationship of medical faculty to the University
- Committee is still in the fact finding mode; at its next meeting the Committee will decide whether to continue in that mode or move forward; the Committee believes that it can most fruitfully attempt to delineate the issues and offer help where appropriate
- what figures did you look at and what were problems identified by the Committee? (Professor El Solh)
- reviewed the standard measures; basic science is in good shape and has been very successful in grant getting; the major problems are in clinical programs and clinical care; these problems are compounded by problems at Buffalo's hospitals; at first the University played a proactive role in trying to solve the hospitals' problems, but has begun to draw ; President Greiner has a masterful grasp of the situation and is committed to helping; Committee heard anecdotal evidence of the anger and despair felt by many of the faculty, and its listening role may have been, of itself, helpful; these problems are being experienced nationally, not just at UB and in Buffalo (Professor Christian)
- on the clinical side we are losing more faculty than we are recruiting; our numbers are critically low (Professor El Solh)
- a variety of factors are blamed for low recruitment including Buffalo's self-loathing, the Medical School's leadership and lack of money; probably all of these factors are involved (Professor Christian)
- Medical School just instituted a new curriculum for first and second year requiring intense faculty involvement with small groups of students, thus increasing the workload of the

remaining faculty; because we lack requisite affiliations, third year students are not getting placed in sites appropriate for the experience they need; at present the School is busy preparing a white-wash self-study for accreditation which has not fooled consultants and is not likely to be more successful with site visitors; in the midst of these problems the School in its efforts to support research has begun reassigning space, moving faculty, who are not considered productive enough but who are the support of the teaching program, from offices they have had for decades to broom closets (Professor Noble)

- everyone agrees that the Medical School is in a mess; what helpful recommendations can you offer? (Professor Malone)
- problem is one of leadership (Professor Noble)
- the more that is known about the problems, the more likely a solution will suggest itself (Professor Christian)
- Professor Christian's approach of reasoning and civility is much appreciated (Professor Shibley)

Professor Shibley, Chair of the Public Service and Urban Affairs Committee, offered an in-progress review:

- the Committee was charged with considering "ways in which community service can be used in assessing promotion and tenure criteria"; however, in discussing that charge with the FSEC at its October 3, 2001 meeting, Professor Shibley felt strong hostility by some members to considering public service as relevant in promotion and tenure consideration
- in the recent past the Committee has considered public service from the viewpoint of promotion and tenure, from the viewpoint of institutional support of public service and from the viewpoint of individual faculty aspirations of public service; reviewing its previous work, the Committee judged it serious, substantial and significant
- at its first meeting the Committee expressed regret that its work has received no recognition nor resulted in any progress and agreed that it does not wish to work further on the relationship of public service to the promotion and tenure process

- the Committee is, however, interested in educating the Faculty Senate and the faculty in general about opportunities for scholarship arising out of engaged scholarship, i.e., an integration of teaching, scholarship and public service; while the Committee finds no strong legal mandate for public service, it believes that engaged scholarship would increase the quality of student and faculty experience, provide a good vehicle for grant getting and for building community/donor support, enhance the institution's reputation with its peers; encouraging engaged scholarship would bring UB into the growing movement among major research institutions and particularly among major public research institutions to participate in inter-disciplinary and inter-university public service/engaged scholarship
- the Committee wants to benchmark UB's public service against that of our peers, to quantify all occurring work in relation to sponsored research activities, donations, and recruitment, and to look at how our peers developed successful programs of engaged scholarship; ultimately the matter of promotion and tenure will and should be addressed again but in a more articulated frame of reference

Professor Hopkins, Chair of the Bylaws Committee, outlined its accomplishments:

- proposed amendments to Article IV of the Charter that limit any unit with faculty greater than 25% of total Voting Faculty but less than 20% of the total full-time equivalent students of the University to 25% of the Senate
- proposed an amendment to Article IV of the Charter that requires Senatorial candidates to certify in writing that they are willing to serve if elected
- proposed amendments to Article VI of the Charter that increase the number of FSEC seats to 5 for a unit with more than 28 Senators
- all amendments were adopted by the Senate at its December 11, 2001 meeting
 - Senate elections are underway across campus, excepting in the School of Medicine & Biomedical Sciences which seems to lack a mechanism for facilitating Senatorial elections; the Provost will encourage the School to hold elections (Professor Cohen)

Professor Wood, Chair of the Admissions and Retention Committee, reported that the Committee reviewed data from the Office of Institutional Analysis:

- retention rates for freshmen classes from 1995 to 1999 to the beginning of their second Spring semester have been rising (77.92% for the 1995 freshmen class to 79.69% for the 1999 freshmen class); only 5% of a freshmen class drops off at the end of the first semester; almost twice that many drop out after the second semester
- enrollment data from October 15, 2000 showed that the 1994 freshmen class's six year graduation rate was 56%; the geographical distribution of the freshmen class of 2000 was 42% from Western New York, 52% from other New York areas, 3% from out of state, and 3% international
- grades for the freshmen class of 2000 in selected math courses at UB compared with the following factors: high school GPA, math SAT scores, math Regents scores and high school math completed beyond Regents 3; for UB ULC147 and MTH115 there was no correlation with the variables; for ULC 148, MTH 121, MTH 131 and MTH 141 there was a correlation between course placement in UB with high school GPA and a correlation between success in the UB courses with the number of high school advanced math courses taken
- will continue to track this group, and will look at other variables, e.g., class instructor, whether the instructor is from the Math Department
- Admissions currently uses the high school GPA as the strongest predictor of success at UB, and given the math example, that appears to be valid

Professor Wood noted that the Committee was also asked to look at distinct experiences that would enhance the educational experience of freshmen:

- will schedule Bill Wild, the Director of Special Student Programs in the School of Engineering, to talk about the Student Excellence Initiatives program that place at risk students in small study group teams and assigns them a faculty mentor

- will look at the Indiana University experience with student learning communities or clusters of students with similar interests; UB's supplemental application form could facilitate creation of such communities [here](#)

There being no old/new business the meeting adjourned at 4:15 PM.

Respectfully submitted,

Marilyn McMann Kramer
Secretary of Faculty Senate

Present: Chair: M. Cohen

Secretary: M. Kramer

Parliamentarian: D. Malone

Architecture: R. Shibley

Arts & Sciences: W. Baumer, M. Churchill, C. Fourtner

Dental Medicine: J. Zambon

Education: L. Malave

Engineering & Applied Sciences: R. Sridhar

Health Related Professions: G. Farkas

Medicine & Biomedical Sciences: A. El Solh, C. Granger, B. Noble

SUNY Senators: J. Adams-Volpe, H. Durand, P. Nickerson

University Libraries: J. Hopkins

University Officers:

E. Capaldi, Provost

Guests: D. Longenecker, Reporter

W. Coles, Chair, Professional Staff Senate

W. Hepfer, Secretary Elect

P. Gold, Associate Dean for General Education, College of Arts & Sciences

K. Grant, Vice Provost for Academic Affairs

R. Patel, Graduate Student Association

T. Wood, Chair, Faculty Senate Admissions and Retention Committee

D. Christian, Chair, Faculty Senate Academic Planning Committee

C. Smith Petro, Associate Vice President for University Communications

Absent: Arts & Sciences: J. Bono

Informatics: J. Ellison

Management: J. Boot

Medicine & Biomedical Sciences: S. Spurgeon

Nursing: E. Perese

SUNY Senator: J. Boot