



University at Buffalo
The State University of New York

FACULTY SENATE EXECUTIVE COMMITTEE
April 8, 2015

CHAIR:

Ezra B. W. Zubrow

CHAIR-ELECT:

Philip Glick

SECRETARY:

Cynthia Tysick (excused)

ARCHITECTURE & PLANNING:

Ernest Sternberg

ARTS & SCIENCES:

Alex Anas
Michael Cowen
Stephen Dyson
Peter Morgan
Paul Zarembka

DENTAL MEDICINE:

Michael Hatton

ENGINEERING & APPLIED SCIENCES:

Joseph Mollendorf

GRADUATE SCHOOL OF EDUCATION:

Lynne Yang

SCHOOL OF PUBLIC HEALTH & HEALTH PROFESSIONS:

Jim Lenker (excused)

LAW:

TBD

MANAGEMENT:

Larry Sanders

MEDICINE & BIOMEDICAL SCIENCES:

Michael Chaskes
Peter Elkin
Richard Gronostajski
Gabriela Popescu

NURSING:

Grace Dean

PHARMACY:

Fred Doloresco

SOCIAL WORK:

Robert Keefe (excused)

SUNY SENATORS:

Henry Durand
Kathleen Kielar
Robert Van Wicklin

UNIVERSITY LIBRARIES:

Glendora Johnson-Cooper

PARLIAMENTARIAN:

Richard Gronostajski

GUESTS:

Charles (Chip) Zukoski, Provost

1. Minutes from 3/25/15 approved.
2. Chair's Report:
 - Yesterday was Faculty Senate so he did not have anything to add from the day before other than Arjang Assad, dean of the School of Management has accepted the position of dean of the University of Pittsburgh's Katz Graduate School of Business and College of Business Administration.
3. Provost's Report:
 - Impressed with yesterday's Faculty Senate
 - Quorum
 - Blue voting cards
 - Efficient and quick
 - Work got done
 - Communities of Excellence
 - Three at the final stages
 1. Talking with the Provost about resources.
 2. Will be wrap around services tied to UB so there will be a communications strategy when they are announced.
 3. May 1st announcement.
 - Brand Strategy
 - Nancy Paton, VP for Communications, is coordinating our efforts using two nationally recognized consultants, Ogily and Marshall Strategy, to develop a brand strategy for our marketing strategy.
 - Goal develop and identify distinctive messages strategies for the university that will increase recognition, pride and interest in UB and improve our reputation.
 - Everyone was encouraged to complete the survey that was communicated via email this week.
 - In the first day 1000 people responded! They met 50% of their response rate goal in one day.
 - Gather all the info by the end of the semester and then begin to shape and test the brand over the summer for fall rollout.
 - Good for recruitment of students and faculty
 - Faculty Mentoring
 - Bob Granville and Terri Miller sent out surveys to all the Chairs and the Provost surveyed the Deans.
 - Vast majority of the departments have some type of mentoring program.
 - Variety of formal and informal mentoring activities on campus little consistency, even within schools.
 - Little training for faculty to be mentors.

- Mentoring seems to focus on performance evaluation and tenure issues as well as research and teaching issues.
- It's conducted once or twice a year.
- Faculty development, grant writing, work/life balance, and working with graduate students are often not covered.
- No mentoring for non-tenure or Full Professors and very little for Associate Professors.
- Little assessment in the mentoring policies or practices.
- There is a campus mentoring policy and practice and it's clear it isn't working for us. They are not being acted on in a coherent way as envisioned in the policy so in a sense we are failing to mentor according to that policy.
- The Provost is concerned and is working on what we might do about mentoring. Bob Granville is pulling together best practices and is trying to make resources available. He is also working to create a program that will educate and be available to department chairs. It will be launched in the fall for new and recently appointed chairs. It will not just cover mentoring but budgeting, mentoring, leading, it is put together with the help of Center for Leadership and Organizational Excellence (CLOE).
 1. Question: will the leadership training cover how to mentor or lead research faculty with large NIH or NSF grants? Answer-yes it will cover more than "traditional" mentoring but also train chairs on the UB mission, budgeting, tenure procedures and timelines, leading, Title IX, all of that goes into it.
 2. Long Answer mentoring policy right now if proscriptive and it needs to improve. There are career development programs that we need to work on. The issue of work/life balance is also needed in the conversation.
- Mentoring is an institutional process. We have UB goals that we want to make sure all faculty move towards. There should be a positive outcome of the process.
 1. Question: Associate professors need training to so that they can move up. Answer-he agrees and wants to provide educational programs for newly minted Associate professors/librarians. We support our colleagues together because it helps the institution. Unfortunately senior colleagues don't want to mentor. We don't have the collective will to mentor. How do we get to that point? Not mandated, it just becomes part of our message/culture.
- Announcements
 - Jean Wactawski-Wende (Epidemiology) appointed Dean of Public Health & Health Professions.
 - 70% of graduating UB Medical School students will complete their residency in New York State

- The Women's Soccer team won MAC Championship and went to NCAA. Jackie Hall named MAC defensive player of the year. Katie Roberts names MAC offensive player of the year. Laura Dougall was named MAC freshman of the year. Shaun Burke named coach of the year.
- Men and Women's Basketball did very well this year. The campus came out and really supported both teams enthusiastically. Justin Moss was named the MAC player of the year.
- Student earned 3.021 GPA, 6th semester in a row that the GPA is greater than 3.0 GPA for student athletes.
 1. Provost asked if the Basketball coach was staying. Answer- don't know.
- Women's Softball was not able to play a game in Indiana due to the governor's travel embargo.
- Dr. Roseanne Burger awarded 2015 Parker J Palmer Courage to Lead award.
- Dr. Epstein received a Eunice Kennedy Shrive National Institute on Child Health and Human Development \$2.8 million grant.
- RIA received a grant to identify sexual assault mechanisms in a diverse group of women.
- UB has 3 2015 Goldwater Scholars: Stephanie M. Kong (chemical engineering), Sharon Lin (chemical engineering) and Kristina Monokhova (electrical engineering)
- Celebration of Undergraduate Student Excellence next Thursday, April 16th starting at 3:30p in the CFA.
- Questions:
 - Zarembka: During yesterday's Faculty Senate meeting we voted on the Decanal Review Proposal it included the libraries' Vice Provost, who has been around for quite a while. Will she be under review soon. Answer: the document is advisory, I haven't received it yet. When I do, I'll read it and take it under advisement when I read it.
 - Zarembka: The libraries are going through a big change. There are a number of different libraries (Arts & Sciences, Sciences, not the Law library) that are being dissolved and put into one unit. My concern is you have a librarian with unit of 10-15 people, what is going to be their process in a unit vote to move forward with their promotion? Answer: There is a hierarchy of people and the vote goes forward in the standard way.
 1. A discussion about the library units being dissolved and a tenure track librarian now finding him/herself within a large unit. It's a completely different structure and there is concern about the dossier and the tenure process. Provost now understood the question is who does a junior faculty librarian go to in order to get tenure questions answered and who is their voting committee. He will get clarification on that.

- Glick: How are going to keep funding the Communities of Excellence after the initial funds have been expended? Answer: They were asked for sustainability plans but there is funding beyond the initial five years, assuming they grow and become points of excellence at UB.
- Provost: Proposal for Graduate General Education program.

4. Textbook Resolution Committee: Ernest Sternberg

- At this point the audio gets a little garbled but the tentative resolution text is introduced and discussed. One key point is “what is the state law on faculty assigning their own textbooks”. Zubrow said that legal is leaving the question up to us to decide through our resolution.
- Zubrow: the resolution seems to be moving more towards compensating faculty for producing learning materials (i.e. textbooks) rather than lowering the cost of textbooks for students or the impact paying for textbooks in the classroom has on students.
- Morgan: limiting the faculty’s ability to be paid for their effort to create high quality materials (sell their textbooks through any means) will result in low quality materials being produced because there is no incentive to put the effort into creating high quality material.
- Sternberg: we would like to create a repository or copy center that would collect funds for the learning materials.
- The point of prohibiting faculty from selling their learning materials directly to students is included in the resolution. There were a couple of options discussed for having departmental staff collect the money and sell the textbook.
- Zubrow would like the two separate proposals to become one.
- Glendora: who determines “high quality”? Morgan: The faculty, students, the Chair of the department or a committee of their creation would determine the quality.
- Question: what about putting your textbook in Open SUNY, does it count towards tenure? Answer: only your unit can adjudicate that.
- Sternberg: there are a lot of choices for faculty to disseminate their textbooks it would be better if the department decides what is high quality for course adoption and for tenure.
- Kielar: who is going to enforce the cost level? How do the students provide feedback on the quality or cost of the textbooks? Answer: the faculty should disclose the cost value of the textbook assigned right at the top of the syllabus.
- No profit margin should go to professor at all. Disagreements between FSEC members occurs. Having faculty self-police is not working.
- Zubrow: recommends that we vote on these two proposals at the next meeting.
- Sternberg: the committee will attempt to make one cohesive resolution for vote at the next FSEC on April 29th but we may have to vote piece by piece.

Transcribed from audio 4/29/2015 by Cynthia Tysick, Secretary