

Faculty Senate Executive Committee

Minutes of March 29, 2000 - (approved)

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The Faculty Senate Executive Committee met at 2:00 PM on March 29, 2000 in Capen 567 to consider the following agenda:

1. [Report of the Chair](#)
2. [Report of the President/Provost](#)
3. [Report of the Faculty Senate Admissions and Retention Committee](#)
4. [Women's Study Program](#)
5. Old/new business

Item 1: Report of the Chair

The Chair reported that:

1. the Secretary requests that FSEC members look closely at the roster of the FSEC minutes of March 22 which will be distributed with the agenda for the April 5 meeting; the sign in sheet for that meeting disappeared, so the roster was compiled from memory
2. at FSEC's direction he used his good offices with the Vice President for Student Affairs to encourage resolution of the conflict between *The Spectrum* and the Student Union over closing times; Vice President Black assured the Chair that managers are available to keep the Student Union open for extended hours for *The Spectrum* at a standard cost, that the issue of the operating hours of the Student Union has been referred to the Student Union Committee (of which the Chair is a member), and that charges against students who stayed beyond closing hours have been withdrawn
3. he thanks the FSEC for meeting with the candidate for the Provost position; the Research and Creative Activities Committee met with the candidate's partner and had a good discussion of the field of bioengineering and research in general
4. Professor Kramer has been re-elected as Secretary of the Faculty Senate

5. he asked the Athletics and Recreation Committee in collaboration with the Budget Priorities Committee to report on the budgets for recreational athletics and for intercollegiate athletics, placing them in perspective; that report will probably be ready for the May 2 Faculty Senate meeting
6. the Budget Priorities Committee is looking at how the faculty can have input into planning for the second phase of the Capital Budget; it also heard from Assistant Vice President Penksa on the UB state agenda for 2000 which includes support for the Trustees' Budget Request, gender equity funding for Division I athletics, Medical School administrative support, and UB research initiatives such as UB/Roswell Park Center for Advanced Biotechnology Initiative, the Research Institute on Addictions, the Earthquake Center, the Chair for Competitive Product and Process Design, the Institute for Local Governance and Regional Growth, and the sale of Bethune Hall
7. he is seeking members for the Information and Library Resources Committee, especially from the College of Arts & Sciences

Item 2: Report of the President/Provost

There was no report of the President/Provost.

Item 3: Report of the Faculty Senate Admissions and Retention Committee

Professor Fournier, Chair of the Admissions and Retention Committee, recapped the work of the Committee. Last year the Committee made proposals dealing with admissions standards, supplementary information on freshmen, and the use of Regents' Exams scores as part of the T score to replace class standing. The Office of Admissions was very responsive to the Committee's request for supplemental information, creating a letter requesting such information from incoming freshmen. This year the letter accompanies the receipt for the student's deposit; next year the letter will accompany the letter of acceptance. Professor Fournier asked that comments about what supplementary information is being requested be directed to the Committee on Admissions and Retention.

Professor Fournier asked that the FSEC formally request support from the Office of Academic Information and Planning for the Committee. The Committee wants help in analyzing how well the Regents' Exam scores predict academic success in the freshman year. The Chair agreed to submit the Committee's request.

The Chair asked for questions or comments:

- does UB have a dialogue with the Buffalo Board of Education? (Professor Fisher)
- such dialogue would be through the Graduate School of Education or the Office of Public Service and Urban Affairs, but I am not aware of those contacts (Vice Provost Goodman)
- media studies person in the old School of Information and Library Studies worked with the Board of Education (Professor Jorgensen)
- we should be encouraging Buffalo children to come to UB (Professor Fisher)
- as part of admissions and retention, my Office has contact with guidance counselors in the local schools to encourage students to come to UB, and UB faculty lecture in high school classes to enrich the class content, making a pitch for UB at the same time; if the question is one of influencing curriculum, would be very hesitant to do so because there are many pitfalls; for example, I am hesitant about using Regents' Exam scores in UB's admissions because to do so would be to give more importance to an exam about which there are conflicting opinions within the education community; also have no data on the predictiveness of the Regents' Exam scores (Vice Provost Goodman)
- there are examples of a university taking over a city school system when the system was in bad shape, e.g. Boston (Professor Fisher)
- years ago some UB faculty volunteered to help to upgrade math teaching in the Buffalo schools, angering the Buffalo Teachers' Federation; same thing would happen now (Professor Malone)
- served on a state-wide committee talking about math curriculum in high schools; there was an absolute divide between the university members and the secondary school members (Vice Provost Goodman)
- could argue that UB has a public responsibility to inform appropriate bodies on matters of preparation for higher education (Professor Swartz)
- at present, our students come mostly from affluent suburbs; is UB thinking about how to have excellence in our students while at the same time ensuring student diversity? (Professor Meacham)
- have programs such as the Collegiate Achievement Program (CAP) to attract students from underrepresented groups; recent SUNY discussions of admissions standards have, however, focused on increasing selectivity (Vice Provost Goodman)
- half the school students in New York are children of color, but my classes don't reflect this (Professor Meacham)
- Committee has figures on demographics at UB (Professor Fournier)

- since a high percentage of our students are local, we should look at local rather than state-wide demographics (Professor Schack)
- Admissions is trying to encourage state-wide applications by investing in a New York City office and spending recruiting time down-state; would like a full discussion of the topic when I am prepared with figures (Vice Provost Goodman)
- would like to see statistics on how many UB students come from Buffalo public schools, from Amherst and other suburbs, and from parochial schools (Professor Charles Smith)
- will the Committee be looking at the summer orientation program? (Dr. Coles)
- hope problem will be solved by the people who run the programs, not by the Committee (Professor Fournier)

Item 4: Women's Studies Program

Professor Welch, Chair of the Academic Planning Committee, set the ground for the discussion. The APC examined in depth the proposed change of status of Women's Studies from program to department and reported its approval of the change to the FSEC. The FSEC, however, questioned the creation of such a small department in light of the University's recent record of merging small departments to form larger departments, e.g. the Department of Statistics into a program in the Department of Social and Preventative Medicine. In particular the FSEC was concerned about the extensive use of faculty from other departments to carry out its program. It was queried why departmental status was needed. It seemed appropriate for Professor Marcus and Dean Grant to speak directly to the FSEC on these issues.

Dean Grant responded that the departmental status of Women's Studies is not at issue. Provost Headrick granted that status and, acting on that grant, appointed Professor Marcus Chair of the Department and authorized the hiring of faculty into the Department. The issue is instead that neither the Provost's Office nor the now defunct School of Arts & Letters followed up the change of status with the appropriate paper work and consultation with the Faculty Senate. As to the expressed academic concerns of the FSEC about the size of the Department of Women's Studies and the use of adjunct faculty, Dean Grant noted that there are other examples of this departmental model, e.g., the three member Department

of Comparative Literature and the four member Department of Media Studies. The questions about the appropriateness of department status are ironic in that the Department of Women's Studies is one of the great successes of the University in recent years. He believes that what is playing out here is really disagreement with the leadership of the College of Arts & Sciences.

Professor Marcus described Women's Studies as a fully legitimated, interdisciplinary field that studies women in different parts of the globe, their relationship to the sex-gender system and the ways in which male-female relationships play out in larger systems. She recounted a conversation with Provost Headrick in which he recruited her to create a new Women's Studies Department from the old Women's Studies Program located in the Department of American Studies, promising a fourth line for the new Department. The four faculty in the Department of American Studies who were associated with the Women's Studies Program voted three to one in favor of separate departmental status. The Provost mandated that the Department of Women's Studies would serve as the teaching arm of the newly created Institute for Research and Education on Women and Gender.

Professor Marcus noted the true interdisciplinary nature of Women's Studies and the resulting academic richness provided by faculty interested in participating in the Department. Twenty-four full time faculty members from a wide range of other disciplines have committed to adjunct status in the Department. For many this will provide the opportunity to teach in a discipline that recognizes gender as a critical variable. The Institute for Research and Education on Women and Gender has an affiliate base of 250 faculty. This interdisciplinary model of Women's Studies is found across the country, and at the twelve departmental peer institutions, Women's Studies have freestanding status.

Since Women's Studies has achieved recognition as a distinct discipline, it seems desirable to offer a Master's degree and a Ph.D. degree in Women's Studies. Doing so would give UB a leadership position within SUNY. While other SUNY campuses offer undergraduate majors, and SUNY at Albany offers an M.A. in Women and Public Policy, only UB as the flagship SUNY institution could offer such graduate degrees with the full degree of

intellectual rigor and credibility. UB's administration has informed her that departmental status is necessary before Albany will authorize these new degrees.

Additionally, the greatly expanded scope of a new Women's Studies curriculum justifies departmental status. That curriculum has been implemented with the support of Dean Grant, Provost Triggler and President Greiner.

The Chair invited questions and comments:

- my impression is that FSEC raised only two questions: why the need for department status and what department status would cost (Professor Malone)
- without department status, Women's Studies would not be competitive against its peers with department status in recruiting students; departments, but not programs, have representation in the governance structure; all associated costs except for the promised fourth line have already been met, and the promised line will be supplied without regard to departmental status (Dean Grant)
- Professor Swartz' memo to the FSEC regarding Women's Studies essentially asks for a justification of Women's Studies as a discipline; am worried that departmental status is not the issue, but that Women's Studies itself is (Professor Booth)
- recently the FSEC has only seen mergers of small departments into larger departments, so the creation of a new department is unusual; am not prejudiced against the endeavors of women, but am concerned that with only four faculty members Women's Studies will not have the critical mass to attain national distinction, and am also concerned about the self-segregation of women faculty and students in face of the principle of men and women working together; plead surprise at Dean Grant's characterization of the matter as one of bungled paper work, since that was not mentioned in the APC's report and is a new account of the story (Professor Swartz)
- I did not provide information to the APC; Associate Dean Stringer, who responded to the APC on behalf of the College of Arts & Sciences was never a member of the Faculty of Arts & Letters and did not know the details of Provost Headrick's involvement in the establishment of the Department of Women's Studies in the College of Arts & Letters; be very careful in suggesting that I am not forthright with my colleagues (Dean Grant)

- Professor Welch in an earlier presentation said that Provost Headrick "may" have made a commitment to departmental status for Women's Studies; I urged then that the matter be clarified by talking with Provost Headrick, but that has not been done (Professor Swartz)
- I participated in a meeting during which Provost Headrick made the commitment to departmental status for Women's Studies and to recruiting Professor Marcus as Chair; in the past several years there has been faculty concern over directive and non-inclusive academic planning; this department should not, however, fall victim to that concern (Dean Grant)
- believe it unwise for the FSEC to make a decision without the advice of the faculty governance structure of the College of Arts & Sciences (Professor Swartz)
- am not prepared to submit this old matter from the Faculty of Arts & Letters to the faculty governance body of the College of Arts & Sciences (Dean Grant)
- the FSEC did indeed know about the bungled paper work during its discussions; agree with Professor Malone that there were two questions raised by the FSEC, viz., why a department, and how much will it cost (Professor Baumer)
- at earlier FSEC discussions, I wanted more information about the principles on which a decision to create a new department is made as opposed to the principles on which a decision to merge departments is made; also wanted to know more about the relationship of the Department and the Institute for Research and Education on Women and Gender and where the College of Arts & Sciences was trying to go with this decision (Professor Adams-Volpe)
- the College of Arts & Letters generally held that the most effective use of faculty was in larger departments and in smaller programs within those departments; the Women's Studies Department was an exception to this rule because of its distinctive profile of a broad focus which allowed the inclusion of faculty from all over the University who wanted to participate in Women's Studies; additionally the Department played a social and practical role for women at UB that is responsive to issues raised in the report of the President's Task Force on the Status of Women at UB; also it was argued persuasively that with the support of adjunct faculty the addition of a fourth line would bring the Department to critical mass; the Institute was an integral part of bringing women from across the campus into closer association as scholars and into the range of the Centers; finally dispersing Women's Studies program into other departments would have destroyed the culture that sustains an astonishingly successful program (Dean Grant)

- had the bungled paper work been done during the life of the Faculty of Arts & Letters, the FSEC would still have had this discussion; it may be to the benefit of the program to have the discussion after it has established a successful record (Professor Charles Smith)
- there were three major issues in FSEC's earlier discussions: why department status versus program status, was so small a department viable, and why the inconsistent approach in creating a department when the movement has been toward reducing the number of departments; those questions have been answered; will the Provost provide additional resources, beyond the promised line for the Department? (Professor Schack)
- there are no cost implications beyond the additional line (Dean Grant)
- is the line the Provost's or a CAS line?
- believe it is the Provost's line (Dean Grant)
- there were four lines in the old Women's Studies Program; two faculty members left, one of those lines was filled, so in credit and debit terms the Department still has one line to its credit (Professor Marcus)
- believe small departments fare badly in the University and would like to see a commitment to more than just one line for the Department and for the use of joint appointments rather than adjunct faculty (Professor Fournier)
- joint appointments are a recipe for disaster with junior faculty, and most departments are unwilling to relinquish part of a senior faculty member's time; cross-listing courses for undergraduates is a good collateral strategy; for graduate work could offer joint degrees, but that would require long negotiations; the adjunct faculty have made formal commitments to teaching women and gender issues; would love to have additional lines and have ideas on how to use them (Professor Marcus)
- joint appointments also negatively impact senior faculty in regard to promotion to full professor (Dean Grant)

The Chair moved (seconded) the following motion: "The Academic Planning Committee appreciates the extensive report prepared by Dr. Isabel Marcus which responded to specific academic concerns raised by the Committee and the steps she and her colleagues have taken to develop a significant number of affiliated and adjunct faculty in Women's Studies to supplement the current core faculty. The Committee has no objection to Women's Studies being granted the status of a department within the College of Arts & Sciences or that it continue to move ahead with its doctoral

program. The Academic Planning Committee accordingly recommends that the Faculty Senate Executive Committee indicate to the Provost and to the Dean and faculty of the College of Arts & Sciences its formal acceptance of departmental status for Women's Studies"

Professor Swartz offered a substitute motion (seconded) as follows: "The FSEC refers this matter to the appropriate College-wide faculty governance body in the College of Arts & Sciences, for its advice about the proposal to make Women's Studies a Department, and that the FSEC defers further consideration of this matter until after that CAS faculty body's advice - or its decision not to offer advice - becomes available to us, for use in our further deliberations concerning this matter."

There was discussion on the wisdom of the referral:

- important that the FSEC take a stand that upper level administration be scrupulous about consultation with faculty governance bodies pertinent to structural changes; the CAS faculty governance body has not yet been consulted, so it is appropriate to refer the issue to that body (Professor Swartz)
- has it been the FSEC's and the APC's standard practice to require a decanal wide committee's recommendation on a structural change? (Professor Schack)
- at minimum we look for consultation with the department or entity involved (Professor Welch)
- in the proposed merger of a School of Pharmacy department into a department in the School of Medicine, did we have advice from the Medical School Council? (Professor Schack)
- some of those processes are still underway in the School of Medicine; would be nice establish the standard of advice from the decanal unit governance body, but it has not yet been established (Professor Welch)
- call the question (Professor Malone)

Professor Swartz' motion to refer failed with only one affirmative vote. The Chair asked for a discussion of the motion. There being none, the Chair moved to the vote. The first motion passed unanimously.

The Chair thanked Professor Marcus, Dean Grant and the Academic Planning Committee for their efforts.

There being no old/new business, the meeting adjourned at 4:00 PM.

Respectfully submitted,

Marilyn McMann Kramer
Secretary of Faculty Senate

Present:

Chair: P. Nickerson

Secretary: M. Kramer

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

Dental Medicine: M. Easley

Engineering & Applied Sciences: D. Malone

Health Related Professions: J. Tamburlin

Information Studies: C. Jorgensen

Law: L. Swartz

Nursing: E. Parese

SUNY Senators: J. Adams-Volpe, J. Fisher

University Libraries: A. Booth

Guests:

N. Goodman, Vice Provost for Undergraduate Education

K. Levy, Senior Vice Provost

K. Grant, Dean, College of Arts & Sciences

W. Coles, Chair, Professional Staff Senate

I. Marcus, Chair, Women's Studies

C. Welch, Chair, Academic Planning Committee

B. Noble, Professor, Microbiology

M. Acara, Chair, Faculty Tenure and Privileges Committee

P. Brooks-Bertram, Associate for Faculty Development and Graduate Fellowship Programs

M. McGinnis, *Reporter*

E. Fox-Solomon, *The Spectrum*

J. Celock, Red Jacket Hall Council

Excused:

Management: J. Boot

Medicine & Biomedical Sciences: Cedric Smith

SUNY Senators: J. Boot

Absent:

Architecture: R. Shibley

Graduate School of Education: T. Schroeder

Medicine & Biomedical Sciences: B. Albini, Cedric Smith

Pharmacy: N.

SUNY Senators: H. Durand