

FACULTY SENATE EXECUTIVE COMMITTEE

Minutes of May 2, 2001 - (approved)

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The Faculty Senate Executive Committee met at 2:00 PM on May 2, 2001 in Capen 567 to consider the following agenda:

1. [Approval of the minutes of April 18, 2001](#)
2. [Report of the Chair](#)
3. [Report of the President/Provost](#)
4. [Report of the Faculty Senate Admissions and Retention Committee - Professor Charles Fournier, Chair; Vice Provost for Academic Information and Planning Sean Sullivan](#)
5. [Report of the Faculty Senate Budget Priorities Committee - Professor Susan Hamlen, Chair](#)
6. [Old/new business](#)

Item 1: Approval of the minutes of April 18, 2001

The minutes of April 18, 2001 were approved. **Item 2: Report of the Chair** Professor Nickerson is continuing to recuperate and is feeling stronger. In his absence Professor Kramer announced that the minutes of March 28 will be amended in response to the Provost's objection to the Chair's characterization of the Deans' Meeting as "deans training". The minutes will be changed to indicate that the Provost and the Deans have been engaged in planning and developing procedure. **Item 3: Report of the President/Provost** The report of the Provost was delivered off the record. **Item 4: Report of the Faculty Senate Admissions and Retention Committee** Professor Fournier, Chair of the Admissions and Retention Committee, stated that the Committee has for several years urged UB to get more information about students who have been accepted and use that information to recruit in order to increase the yield from accepted students. The Committee had been promised that by this year such a program

would be implemented. Unfortunately because of administrative changes, it is not yet in place.

The Committee has also been concerned that less than a third of high schools now provide rank in class, which figure, in combination with the SAT score and the high school GPA, has been a criterion for admission to UB. As an alternative the Committee has been interested in an analysis of how effective Regents' Exam scores are at predicting academic success. That analysis has not yet been done.

The Committee has recently had two meetings with the Vice Provost for Academic Information and Planning on these issues. Vice Provost Sullivan has expressed interest in implementing these two programs.

Vice Provost Sullivan reported on admissions and retention.

- there is evidence that the best predictor of persistence to graduation is the rigor of a student's high school preparation; since Regents' Exam scores could be a way to gauge that the Office of Institutional Analysis will correlate scores in Regents' mathematics courses and exams with GPA's in freshman and sophomore mathematics courses at UB.
- developing a supplemental application which will be tested during summer orientation; if successful, it will be integrated into the application process for the 2002 freshman class
- the MOU sets a goal of increasing the quality of freshman class while maintaining its size at 3K; specifically, by 2004 UB's acceptance rate should be at 60%, down from the current 75%; SUNY has developed a selectivity matrix which combines composite SAT scores and high school GPA's, e.g., Group 1 ranges from an SAT score of 1300 and a GPA of 85 to an SAT score of 1100 and a GPA of 95; Group 2 ranges from an SAT score of 1200 and a GPA of 80 to an SAT score of 1000 and a GPA of 90; UB should increase the percentage of Group 1 and Group 2 admitted students from 76% to 85%; to achieve the above UB should aim for a 2.5% increase in applications, compounded annually, a 4% increase in out of state enrollment, a 2% increase in New York students from outside WNY, compounded annually and a yield increase of Group 1 students from 21% to 30%

- the MOU also sets a goal of increasing rates of retention and persistence to graduation; specifically, increasing freshman to sophomore retention from 84% to 90%, increasing the 4 year graduation rate from 28% to 35%, and increasing the 6 year graduation rate from 57% to 66%
 - greatest loss of freshmen is at the end of the first semester (Professor Fourtner)
 - is the loss greater in Group 3 and lower students? (Professor Cohen)
 - the higher the Group a student is in, the more likely she is to persist to graduation (Vice Provost Sullivan)
 - how are special admits defined and how do they do ? (Professor Cohen)
 - special admits are students who fall below UB's entering academic profile but who have demonstrated the potential to succeed in other ways; their graduation rate is about 42%, compared to UB's general rate of 56%, and compared to a national rate of 8% for that same profile; special admits' attrition from semester to semester is only slightly higher than for regular admits (Dr. Durand)
 - isn't delayed graduation a national problem? (Professor Cohen)
 - average time to graduation is five years (Dr. Durand)
 - many students choose to take fewer courses so they can work and not impact their chances of getting into graduate or professional schools (Professor Malave)
 - Albany graduates almost 60% and Binghamton 75% in four years; need to know why UB is so much lower (Vice Provost Sullivan)
- UB will use the following tactics to increase the quality of the freshman class while maintaining size: increase scholarships from 575 to 930, including all Group 1 admits; creating an extended honors program available to all scholarship holders which will also increase the four year graduation rate, building a more competitive electronic recruitment, making quicker admissions decisions, using a supplemental application to allow for personalized contact, building an alumni recruitment program, and expanding research and key constituent contact to deal with negative perceptions of UB through the creation of an Associate Vice Provost for New Recruitment to be filled by Regina Toomey
 - what are some of the negative perceptions of UB? (Professor Cohen)

- students aren't sufficiently monitored and slip through the cracks; the School of Engineering is a "fail them out" program rather than a nurturing one; scholarships available only at the very high end (Vice Provost Sullivan)
- also there is the perception that classes at UB are very big and are taught by foreign TA's (Professor Malone)
- UB's local recruitment efforts are atrocious; at my son's school UB only had a table with a sheet of paper to sign up for information; what is the advantage of recruiting outside of WNY students instead of going after bright local students? (Professor Farkas)
- need to recruit locally but also to diversify to meet both quality and quantity goals (Vice Provost Sullivan)
- my daughter asked for information from UB and had received acceptances from other schools before hearing from UB; play the role of an applicant yourself to monitor how UB is doing (Professor Ellison)
- diversity makes a school much more attractive for recruitment purposes; complaints about large classes taught by foreign TA's are made about most research institutions; faculty should be given incentives to use undergraduates in research (Professor Booth)
- Student Scholars Program being developed for scholarship holders who are not admitted to the Honors Program; would include faculty mentoring and a colloquium-like component (Vice Provost Sullivan)
- until several years ago Admissions was in Financial Services; its move to the provostial side is improving its competitiveness; UB is competitive in the paper chase, but we need to meaningfully tie the Admissions web page into UB Wings (Professor Fournier)
- locally, UB's honors program is well thought of (Professor Malave)
- early assurance programs into UB's professional schools would be a major recruitment tool (Senior Vice Provost Levy)
- lowering UB's acceptance rate is meaningless; work on aggressive recruiting and a lower acceptance rate and better entering profile will follow naturally (Professor Baumer)
- lowering the acceptance rate will allow UB to target its recruitment efforts (Professor Fournier)
- UB will try to improve its rate of retention and persistence to graduation by: increasing enrolling student profiles, implementing the Student Scholars Program, incorporating Regents' courses/Exam performance in admissions decisions, expanding web information delivery and transaction services, creating a Student

Services and Response Center that will be able to solve the full range of student problems in one place and moving financial services from the South Campus to Porter Hall; by implementing mandatory advisement, by increased monitoring of progress to degree, offering early assurance to professional programs and combined degree programs, increasing focus on the first year experience, and instituting a campus-wide, faculty driven dialogue about the undergraduate experience at UB

- Ms. Newman spoke to the FSEC last week; asked her then if there were plans to relocate offices into Porter and she said that no decision had been made, now you say that plans are already made; why play games with people? (Professor Boot)
- discussion also covered possible use of the Undergraduate Library for student services (Professor Baumer)
- early assurance programs and combined Bachelor's/Master's degree programs highlight graduate offerings and are a better recruitment tool than is the possibility of undergraduate research in which only a few students will be able to participate (Professor Booth)
- combined degree programs raise issues about how to advertise them and to whom, how to structure tuition, and how to track progress toward the degrees (Vice Provost Sullivan)
- how do transfer students factor into the goals? (Dr. Durand)
- MOU goal for transfer students is to maintain an intake of about 1,500 new transfers; an issue that is just beginning to be addressed is whether to require the same profile of transfers that we do for freshmen (Vice Provost Sullivan)
- in the past transfers were required to have a 2.5 GPA but now need only a 2.0; hope to begin to raise that number, but will not do so until we can also retain the same volume of transfers (Professor Fournier)
- have had to advise some of my students to decline offers to the new, tiered honors programs because of financial aid considerations (Dr. Durand)
- if combined degree programs are a priority, accommodations need to be made for faculty who become involved with the teaching and advisement that will be required to the detriment of their own research and publication (Professor Malave)
- the number of early assurances will have to be limited because a school can't build a class around them; the better and more flexible UB's undergraduate education is, the less early assurance programs

will be needed; concerned that accepting transfers with low profiles will dilute the quality of undergraduate education at UB; to recruit high end students need to have a wide range of programs and be able to assure them that they will be taught in small classes with Ph.D.'s (Professor Cohen)

- projected figures for Fall 2001 freshman admits show increases in Group 1 and Group 2 students, a decrease in Group 3 and no Group 4 or Group 5 students; the acceptance rate is projected at 67% and the average SAT score at 1,163
- taking a new approach to providing student services, viz., using the web to allow for a self-help approach to many transactions while cross-training staff to handle a wider range of problems and to do strategic intervention

Item 5: Report of the Faculty Senate Budget Priorities Committee

Susan Hamlen, Chair of the Budget Priorities Committee, presented the first of what is projected to be several papers on UB's budget to be published in the Reporter this Fall. This first paper explains the budget process.

- UB has an all funds budget; the budget allocation process supports UB's academic values and mission
- revenue comes from: tuition, fees, state tax support, grants and contracts, sales and services, endowments and gifts, and industry and foundations; currently academics takes 2/3 of the base budget, administrative services 1/3, and the Provost hopes to reduce administrative costs ; the Provost allocates resources to the decanal units; decanal units are responsible for faculty and staff salaries and support, recruiting, supplies, some IT support, travel and equipment and program requirements, but not maintaining infrastructure
- decanal units have base budgets which are subject to change as program needs vary; decanal units can generate money above base by estimating incremental enrollments, by recovering 12% of the indirect costs generated by a unit's funded research, and by obtaining, when available, performance funding based on a unit's quality and productivity

- indirect costs formula assumes space is used for only one grant, but often the same space is housing multiple grants; to the extent of such multiple usage, the formula overstates indirect costs (Professor Fournier)
- done correctly the formula calculates space on a proportional basis (Professor Baumer)
- Provost receives advice on allocation of resources from the deans who in turn have been advised by their unit's budget committees, from staff and from faculty through the Budget Priorities Committee
 - what is the role of the Senior Vice President in resource allocation? would be interesting to see a similar presentation on how non-decanal unit budgets are allocated (Professor Booth)
 - the Provost and the Senior Vice President interact on budget matters; very difficult to get information on administrative budgeting (Professor Hamlen)
 - use of the term administrative costs is misleading; costs discussed are both administrative and physical plant costs which are very different; 1/3 of an institution's budget for the full range of support services is average (Professor Baumer)
 - where does the Libraries budget fit? (Professor Booth)
 - report does not include Student Affairs which is self-supporting (Professor Hamlen)

There was a motion (seconded) to add the report of the Committee to the agenda of the May 8 meeting of the Faculty Senate. The motion passed. **Item 6: Old/new business** Professor Kramer explained that the Faculty Tenure and Privileges Committee and the Provost have discussed her memo on workload. Professor Schack, Chair of the Committee, was unavailable to report on that meeting today. Professor Nickerson asks that a report by the Committee, nonetheless be added to the agenda of the May 8 meeting of the Faculty Senate. There was a motion (seconded) to add the report to the agenda. The motion passed.

Professor Kramer also conveyed Professor Nickerson's thanks to the members of the FSEC for their hard work and good advice.

Professor Malone, who chaired the Ad-hoc Committee on the Use of Undergraduate Teaching Assistants, presented the Ad-hoc Committee's report. After listening to students who served as Undergraduate Teaching Assistants in Economics 181, the Ad-hoc Committee concluded that "there is sufficient evidence that the

processes and policies in the department should be discussed, perhaps by the CAS Grievance Committee with a reporting date defined". It recommended that "the FSEC communicate its concern to the Dean of the CAS."

- the report explains the situation as to the UTA's who worked for Professor Holmes; it does not address Professor Morgan's use of UTA's as administrative assistants, offering them no real learning experience; the CAS has appointed a committee consisting of Dean Eagles, Professor Morgan, Professor Sirianni and Professor Luce, to look into the use of UTA's; seems unusual to include Professor Morgan as a member of the committee since he is one of the faculty complained of; furthermore the committee intends to look broadly into the use of UTA's, not confining itself to the Department of Economics (Professor Boot)
- committee set up as an ad-hoc committee, not a grievance committee (Professor Fournier)

There was a motion (seconded) that the report be received, be forwarded to the Office of the Dean of the CAS with an appropriate cover letter and copied to the Chair of the CAS Policy Committee.

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

Respectfully submitted,

Marilyn McManis Kramer

Secretary of the Faculty Senate

Present:

Secretary: M. Kramer

Parliamentarian: D. Malone

Arts & Sciences: W. Baumer, C. Fournier

Dental Medicine: M. Easley

Graduate School of Education: L. Malave

Health Related Professions: G. Farkas

School of Informatics: J. Ellison
Law: L. Swartz
Management: J. Boot
SUNY Senators: J. Boot, H. Durand
University Libraries: A. Booth
University Officers: E. Capaldi, Provost

Guests:

J. Lewandowski, *Reporter*
K. Levy, Senior Vice Provost
S. Sullivan, Vice Provost for Academic Information and Planning
S. Hamlen, Chair, Budget Priorities Committee

Excused:

Chair: P. Nickerson
Engineering & Applied Sciences: R. Sridhar
SUNY Senators: J. Adams-Volpe

Absent:

Architecture: R. Shibley
Arts & Sciences: J. Bono, M. Jardine
Medicine & Biomedical Sciences: B. Noble, C. Pruet, A. El Solh,
S. Spurgeon
Nursing: E. Perese
Pharmacy: R. Madejski