

1. Minutes of 9/14/16 approved with correction.

2. Chair's Report

- Welcomed EOC's new representative, Nancy Lane to FSEC.
- Modified Duties resolution update-implementation being discussed
- Diversity, Inclusion and Academic Freedom Resolution update-asking the two committees who crafted similar documents in the Spring to come together in the Fall to craft an updated resolution to be presented to Faculty Senate
- Request of UB Council to add the professional and faculty staff senates' chairs was asked to take the request to SUNY, we have done so, the chairs have testified, it is running its legislative course and a resolution is being presented at the next SUNY Plenary to allow all SUNYs to have their professional and/or faculty senate chairs as members of their local SUNY Councils.
- Representation on UBF update-Francis Letro, head of the UB Foundation, "UBF has sufficient transparency and will not be adding new members".
- Tuition support for UB faculty and staff is an ongoing discussion
- Chair would like the senate to reboot the UBreathe Free campaign this year
- After reviewing a 2012 report on academic excellence the Chair would like the Diversity, Equity and Inclusion Committee along with the Budget Committee to look into UB *faculty* salaries to see how they compare across genders. Librarians and clinicians will not be included in this review.
- Announcements about the SEFA, Slow Roll and UB's Got Your Back campaigns.
- Questions:
 - After the 9/14 minutes were approved a FSEC member brought up the line that said the Academic Freedom and Expression Resolution was not a policy. He wanted clarification that we (FS) can't write policy?
 1. Provost-the front of the document (page 1) was a set of academic values while the second page was a statement of academic freedom that read like an appendix and it should not have. It could be used to create a policy. He would like a campus-wide discussion on our academic values to include not only the faculty but the students and staff as well. He is working with Terri Miller to conduct such a conversation and supports the faculty involvement in the effort. However, Faculty should create and academic freedom statement that can then be recommended by him to the President to become a policy.
 2. Chair-it is that second part, the academic freedom statement, that he is asking the two committees (Academic Freedom & Responsibility and Academic Planning & Assessment) to craft again that can be put to the faculty senate this fall.
 - Salary issue clarification-are we only looking at ladder faculty?
 1. Chair-we are only looking at tenure track positions by gender and years of service.
 2. Provost-we are required to look at salary inequities periodically. We need to look at populations not individuals. Staff roles and responsibilities are difficult to standardize.

3. Provost's Report

- VP for Faculty affairs has created a UB Academy for Higher Education

- Leadership training for new chairs
 1. Monthly workshops on topics like conflict resolution, promotion & tenure, and roles & responsibilities
 2. Cohort has become a self-help unit
- New faculty orientation
- New mentoring initiative
 1. Faculty Affairs Office and the School of Social Work are hosting two workshops (one on tenure track and another on post tenure)
- Grants Awarded
 - SUNY Distinguished Professor in the Jacobs School of Medicine and Biomedical Sciences, Leonard Epstein was awarded a 5-year, \$8.8 million grant from the National Institutes of Health to make family-based weight loss programs more widely available: <http://www.buffalo.edu/ubnow/stories/2016/09/epstein-family-based-weight-loss.html>
 - Dr. Andrew Symons in the Department of Family Medicine received a 5-year, nearly \$2.5 million grant from the U.S. Health Resources and Services Administration to advance interprofessional education in primary care: <http://www.buffalo.edu/ubnow/stories/2016/07/primary-care-grants.html>
 - UB's School of Nursing received a 3-year, \$1.8 million Advanced Nursing Education Grant from the U.S. Health Resources and Services Administration: http://nursing.buffalo.edu/news-events/latest_news.host.html/content/shared/nursing/articles/academic_articles/rsa-fnp-grant.detail.html
- Law Dean search started
- Clarification on Faculty Senate orientation presentation given by the FS Chair last week. The Senate's role is **advisory**.

4. Presentation on using social media by Carol Lojacano

5. Mentoring at UB by VP for Faculty Affairs-Bob Granfield

- Provided to all tenure track faculty and tenured faculty within five years after they receive tenure.
- Adjuncts and Clinical qualify
- What are the teeth of the committee being recommended to oversee mentoring?
 - Receive reports from units/departments
 - Conduct ongoing reviews of mentoring at UB
- Can mentoring be used as service contribution on our annual reports? Yes
- Why do you need our permission to create a website? (referring to FS resolution on mentoring that included a line about a mentoring website) We needed a way to communicate the mentoring program to the UB community so a website was chosen as the way to do this.
- Does mentoring need to be at UB? Can't the person get an outside mentor? They can get additional mentors but they need at least one from UB because that person will know about the UB culture
- Is mentoring part of promotion & tenure? No, they run parallel but not related in any type of policy. Lack of mentoring cannot play in a grievance action.

- In the FS resolution there is an error in items B,C & D it should read *Vice Provost for Faculty Affairs*.

6. Standing Orders

- The chair realized that a FS member was correct after last week's FS meeting when he stated that at the first reading of a resolution discussion was to take place. The chair had unknowingly refuted that claim and kept the members from discussing the resolution until the second reading next month. The Standing Orders do state that a discussion is to happen at the first reading. The Chair would like to change this so that we have discussion only at the second reading.
 - Dr. Cowen felt that we need discussion at the first reading or else how can you amend something if you haven't yet discussed it.
 - Dr. Lenker concurred with Dr. Cowen and said there is value in having discussion at the first reading.

7. Committee charges **tabled until 10/5**

8. Ethical Values Statement from SUNY **tabled until 10/5**

Meeting adjourned at 4:27pm

Submitted by Cindi Tysick, Secretary of the Faculty Senate