

Minutes of 9/28/16 approved

1. Chair's Report

- Modified Duties resolution update-implementation being discussed
- Chair would like the senate to reboot the UBreathe Free campaign this year
- In two weeks Craig Abby will give FSEC a presentation on the Gender Equity Salary report.

2. Provost's Report

- Highlighted recent awards to faculty:
- This fall Terri Miller, VP for Equity and Inclusion will be organizing five Diff Con events revolving around incidents that occurred in five US cities. She is also organizing "Dine with Faculty", new faculty were invited to share dinner with UB students this fall.
- Friday October 7th is the President's State of University address, the Provost encouraged all to attend.
- The Modified Duties resolution was reviewed by the Provost in consultation with impacted VPs and the Union. It was determined that such a policy is already part of the collective bargaining. He will talk with the Deans and remind them of their duties and those of their department chairs regarding work flexibility.
- Salary equity is "axiomatic", those with similar duties and responsibilities should get similar pay. Performance and ability are blind to gender. In the UB population is there a systematic bias? If there are differences we will fix them. Are there individual differences? For whatever reason there is inequity then it is dealt with in Sharon Nolan-Weiss' office of Diversity, Equity and Inclusion.
- Recent FS resolutions promulgated to his office. The Provost voiced concern that the Freedom of Speech and Freedom of Expression and Textbook resolutions did not follow due diligence. The administration and Faculty Senate need to work together to understand how proposed policy can work. He asked for FSEC to think about ways "we" can strengthen the way "we" work together.
- Questions:
 - Popescu-What is coming out of the Modified Duties Resolution?
 1. Provost-Nothing, but there is a presumption that units will be flexible because it is part of the contract
 - a. Glick-it is under Appendix 42 of the contract
 2. Provost-The resolution is explicit, what is being asked is flexibility and it is already there.
 - Provost then goes over what a resolution does. If a the Provost says yes to a resolution it become policy. In this case the School of Engineering and Applied Sciences (SEAS) policy the resolution was modelled after was found illegal because it went against what was outlined in the contract because it provided protection only to women.
 - Doloresco-What do you want from FSEC to better the "shared governance"?
 1. Provost-He needs to make sure his VPs are brought into the discussions earlier when he knows that FSEC may craft a possible resolution to send to FS.
 - Hatton-Implicit/Explicit clarification. We (FS) should be more implicit when crafting resolutions?
 1. Provost-in some cases it will help but in other explicit is needed.

- Steilen-is SEAS policy now null?
 1. Provost-Yes
 - Steilen follow up-Are we looking to get an MOU from the Union to do this modified duties policy?
 1. Chair-[xx] went to UUP to get this MOU but the Provost wants to work within the current parameters with the Deans plus the state will most likely tell the Provost no if he requests this MOU.
 2. Provost-Terms and conditions of employment can be done but it hasn't been done in years.
 - Popescu voiced concern that faculty who were engaged and passionate in crafting the Modified Duties resolution and senators eager to get it passed will become disengaged.
 - Sternberg asked who do we talk to in the administration about the Academic Freedom and Freedom of Expression issue?
 1. Provost-we could build policy, but after consulting with others he went with reconciliation. He would like a values statement crafted by all members of the UB community, students, faculty and staff.
 - Sternberg pointed out that the second page of the AF & FoE resolution is the enforcing policy.
 1. Provost agreed that it is so fundamental that page alone should be what the faculty senate put forth and vote on. "The voice of the faculty on Academic Freedom".
 2. Chair-academic freedom is the sole purview of the faculty.
 3. Sternberg suggested FSEC get help from the administration to write the appropriate statement on AF that would be acceptable to the Provost.
 4. Provost agreed and then said, a statement of values will say how we will hold civil conversations not the principles we will stand on when someone says or does something controversial.
3. Presentation on Diversity and Inclusion by Dr. Terri Miller, VP of Diversity and Inclusion
- Goal of her office is to put inclusive excellence at the core of UB's mission and ensure that inclusion is continually discussed and measured.
 - She has proposed a Center for Inclusive Excellence that will centralize efforts and gather the data necessary to show that UB is inclusive.
 - Questions:
 - Hatton-how do you measure inclusive?
 1. Miller-with a faculty, student and staff climate survey to start.
 - Elkin-programs and services are needed as well as a Center. We need to have a something we can point candidates to as incentive to come to UB.
 1. Miller- the Center is the start.
 2. Elkin-don't wait 9-12 months to get this Center going. Get low hanging fruit now, give us deliverables earlier in the process.
 - Dyson-don't lose sight of people. The effectiveness is getting good people who can really advance the process.
4. FSEC approved \$250 for sponsorship in the "Slow Roll" campaign.
5. Committee charges **tabled until 10/26**

FSEC, 10/5/16

Meeting adjourned at 4:30pm. Submitted by Cindi Tysick, Secretary of the Faculty Senate