

**Minutes of March 21, 2012**

**Present:**

**Chair**

Ezra B.W. Zubrow - Excused

**Acting Chair**

Edward Herman

**Acting Secretary**

Michael R. Lavin

**Arts & Sciences**

William H. Baumer

Stephen Dyson

**Dental Medicine**

Mine Tezal

**Engineering & Applied Sciences**

Joseph Mollendorf

Adel Sadek - excused

**Graduate School of Education**

Suzanne Miller

**Management**

Larry Sanders - excused

**Medicine & Biomedical Sciences**

Ranjiv Singh

**Pharmacy**

Alfred Reiman

**Social Work**

Kathleen Kost

**SUNY Senators**

Donald Grinde

Peter Nickerson

**University Libraries**

Michael R. Lavin

**Parliamentarian**

William H. Baumer

**Guests**

EDAAA --Sharon Nolan-Weiss

Professional Staff Senate --Ann Marie Landel

Provost (Interim)—Bruce McCombe

**Other Guests**

Athena Mutua

Sean Sullivan

- FSEC approved the **minutes** of February 29, 2012.
- **Budget Update** (Sean Sullivan)

[Click here](#) for a copy of the slide presentation.

The Associate Vice President for Academic Planning & Budget presented a detailed update on the University Budget, including a review of the 2011/2012 budget year and a summary of key elements of the 2012/2013 plan.

- 2011/12 was the fourth straight year of budget reductions.
- Unanticipated adjustments for 2011/12 were necessary due to enrollment shortfalls and late approval by the State for the SUNY2020 plan, resulting in a loss of \$30 million.
- The \$30 million shortfall was addressed through a combination of unit cuts, central funds, and a reduction in funds for the 3E grants. Units which met their enrollment targets did not receive an additional budget cut. Units which failed to meet their goal were assessed 75% of their proportional cut, while central funds accounted for the remaining 25%.

- In an effort to “right size” the University, student enrollment will be maintained at present levels over the next five years, while adding 300 new faculty and corresponding support staff. The goal is to improve UB’s student/faculty ratio. The plan also calls for hiring an additional 400 faculty members to replace the 300 senior faculty who will be retiring.
- As a result of SUNY’s new budgetary changes, both UB and Stony Brook plan to increase tuition and fees each year over this period. At UB, undergraduate tuition will increase by \$300 per year; nonresident tuition by 10% per year; a new annual fee of \$75 per student will be added.
- Despite increases in nonresident tuition, UB will still be priced below the AAU median.
- The anticipated \$97.5 million annual increase in revenue will cover the 300 new hires, including faculty salaries, start-up costs, and support costs.
- The new medical campus is scheduled to open in August 2016. Negotiations for land acquisition are currently underway and must be finalized by August.
- Tuition money or University general funds will not be used to finance the construction. Funding will come from a combination of State money, bond financing, private donations, and other sources.
- The new UB budget model incorporates incentives for schools and departments for meeting enrollment targets.
- Additional incentives will be offered for increasing summer revenues.
- The Administration is considering the possibility of eliminating the “turnover assessments” and “salary recovery assessments” which Units now pay.
- Every Unit is currently completing a three-year plan for 2012/13 through 2014/15.
- The Governor’s 2012/13 budget is the best we have seen in four years. Unfortunately, SUNY Central’s plans for redistributing the budget could seriously jeopardize the gains we might see. UB and Stony Brook are actively working together to persuade SUNY from adopting these proposals.
- Associate Vice President Sullivan’s slide show will be made available for posting on the Faculty Senate website.
- **Report of the Commission on Academic Excellence and Equity** (Athena Mutua)

Following two-and-a-half years of research, investigation, and deliberation, the Commission has submitted its report. The document was distributed to FSEC members prior to the meeting. Professor Mutua, Chair of the Commission, presented a summary of the group's original charge, its methodology, and its key findings and recommendations. A summary document was also distributed.

- The Commission was established in 2009 to investigate barriers to academic success for UB faculty, especially for women and minorities.
- The Commission found that UB's performance relating to hiring, tenure, and promotion of protected groups is average among AAU rankings. Although UB shows a "solid foundation" relating to these matters, there is room for improvement. Best practices commonly seen at many peer institutions have not been established here.
- Based on cases tracked over multiple years, the Commission found that tenure disparities by gender, race, and ethnicity were "small but consistent."
- Many of the group's recommendations could be easily implemented, while others are more challenging.
- Two recurring themes at UB are lack of institutional accountability and unavailability of relevant data.
- Forty- to fifty percent of all faculty hires leave the University before they reach their final tenure review. No information is tracked to determine the causes for this. The Commission recommends establishing exit interviews for all faculty who leave UB employment.
- Promotion and tenure for clinical faculty present special problems which must be addressed.
- Mentoring and training in career matters is also needed, for both faculty and dossier preparers. For example, requests for letters from external, disinterested evaluators are frequently deficient.
- Easily implemented recommendations include the creation of a Diversity web page and the submission (from the Provost's Office to the Faculty Senate) of an annual report on personnel actions, including data by gender, race, and other characteristics.
- More substantive recommendations include the creation of a Vice President for Diversity and the formation of a Diversity Council for planning and assessment.

- The report also recommends new Advocacy procedures for negative personnel decisions at the Provostial (post PRB) level.
- Next steps: the Commission's report will be presented to the entire Faculty Senate.
- A Presentation by the Honors College regarding Fellowship and Scholarship Development for UB students was postponed to a future meeting.
- Meeting adjourned.