



## Executive Committee Meeting December 7, 2016

Minutes of 11/9/16 accepted with correction

1. Elections Report by Tysick
  - Dr. Glick was the uncontested winner for FS Chair 2017-2019
  - One SUNY Senate seat is up and the elections close 12/14/19 at 5p
2. Chair's Report
  - Moment of silence for Dr. Victor Doyno (English) and Ulrich Block (Alumnus).
  - FS Chair will serve on the SUNY Shared Governance Award Committee
  - Advised members of Ethics Point software used to allow people to report ethical dilemmas.
  - President's proclamations and FS resolutions are now on our website.
  - HR sent out a letter about flexible work arrangements.
  - UB Breath Free committee is approved to form.
  - SUNY Foundations resolution sent to the President and the President of the SUNY Senate
  - Buckwald security bill was signed by the Governor.
3. Provost's Report
  - Concerns were brought up and discussed regarding the leave post-FMLA letter sent out by Human Resources. (see attached)
4. Discussion on proposing UB as a Sanctuary Campus by Dr. Lenker
  - Discussion revolved around FS crafting a resolution on this issue. It was precipitated by a petition circulating among faculty to urge the President to designate UB a Sanctuary Campus.
  - A motion was made to have a statement regarding the concerns brought up in the petition, posted on the FS website. **Approved**
  - A motion was made to create an ad hoc committee to craft a resolution advancing UB as a sanctuary campus. **Approved**

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

Email to faculty dated 12/5/16

Dear UB Faculty:

In my role as Associate Vice President for Human Resources at UB, President Tripathi and Provost Zukoski have asked that I communicate to you regarding the opportunity for UUP represented faculty to request flexible work arrangements through the terms of their collective bargaining agreement.

Recognizing that faculty may experience serious life events over the course of their academic career, UB has indicated its support of providing flexible work arrangements on a case-by-case basis. In a memo to the Faculty Senate dated October 18, 2016, President Tripathi stated, "As has been the practice in the past, deans and department chairs may extend flexibility to faculty and staff beyond existing leave policies on a case-by-case basis when faculty and staff undergo major life events." President Tripathi's statement is in furtherance of UUP collective bargaining agreement language that states:

Campuses are encouraged to recognize the importance to employees of a flexible approach to accommodating family care needs. Options may include the following: flexible work schedules, modified duties, alternative work assignments, and temporary reduction from full-time to part-time work.

I encourage you to read the complete text from the agreement which may be found here: <http://uupinfo.org/negotiations/Contract2011to2016webSECUREv9.pdf>.

While UB is committed to providing flexible work arrangements, where feasible, it is important to note that faculty do not have a right to such arrangements and any flexible arrangement may be modified or canceled at the UB's discretion, on notice to the faculty member.

Please direct any specific questions regarding flexible work arrangements to Christopher Putrino, Director of Employee Relations, at [putrino@buffalo.edu](mailto:putrino@buffalo.edu) or Amy Myszka, Director of Benefits and Work Life, at [amyszka@buffalo.edu](mailto:amyszka@buffalo.edu).

Thank you.

Mark Coldren

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