

Faculty Senate Executive Committee

Minutes of March 22, 2000 - (approved)

E-MAIL: ZBFACSEN@ACSU.BUFFALO.EDU

The Faculty Senate Executive Committee met at 2:00 PM on March 22, 2000 in Capen 567 to consider the following agenda:

1. [Approval of the minutes of February 23 and March 1, 2000](#)
2. [Report of the Chair](#)
3. [Report of the President/Provost](#)
4. [Discussion with Susan Hough, Assistant Vice President for Human Resources](#)
5. [Report of the Faculty Senate Information and Library Resources Committee - Co-chairs: Richard Lee and Liana Vardi](#)
6. [Old/New Business](#)

Item 1: Approval of the minutes of February 23 and March 1, 2000

The minutes of February 23 and March 1, 2000 were approved.

Item 2: Report of the Chair

The Chair reported that:

- he has pursued questions raised by the FSEC about the position of Vice Provost for Educational Technology for which an internal search is being conducted by Chief Information Officer Innus; the Vice Provost for Educational Technology will oversee the educational technology planning and implementation process at UB, including University-wide and node structure participation; the Vice Provost will report to the Chief Information Officer who now reports to the Provost as well as the Senior Vice President
 - what is the composition of the search committee? (Professor Schack)
 - four faculty members are included and the committee is balanced between location, function and gender (Professor Nickerson)

- he has also pursued the FSEC's questions about the status of the information booth at the Center for Tomorrow; it is closed and its function transferred to the booth in Fronczak Parking lot which is located closer to the academic spine for the convenience of visitors to the campus
- the FSEC is scheduled to meet on March 27 with a candidate for Provost who is making a second visit to campus
- thanks are due to the FSEC for giving President Beering good input for his review of President Greiner's stewardship of UB
- the Chair of the PRB will meet with interested faculty on April 17; the meeting is jointly sponsored by the Faculty Senate and the Provost's Office
- the Academic Planning Committee has further discussed the proposal to change the Program in Women's Studies to a Department of Women's Studies and will make a report to the FSEC next week
- the Athletics and Recreation Committee discussed reporting on the budgets for Intercollegiate Athletics and the recreation program to the FSEC and the Faculty Senate
- the Teaching and Learning Committee has almost completed its report on Assessments of Instructional Effectiveness which will be presented to the FSEC in a few weeks
- President Greiner has promulgated the Sexual Harassment Policy and Procedures; the document also contains the Faculty Senate Alert for Instructional Staff
 - the Alert for Instructional Staff is in the on-line *Faculty/Staff Handbook* and the Sexual Harassment Policy and Procedures will be added as soon as I receive it in electronic form (Professor Adams-Volpe)

Item 3: Discussion with Susan Hough, Assistant Vice Provost for Human Resources

Assistant Vice Provost Hough outlined her ground. She has a bachelor's and a master's degree in music and plays the piano whenever she can. However she also developed an interest in employer/employee relations and took a master's degree in Labor and Industrial Relations. She then worked for Exxon in the area of Human Resources for nine years. Given the extensive federal and state legislation and regulations governing employer/employee relations she felt she needed legal training and so got a law degree and a certificate in dispute resolution.. She practiced labor law in Los Angeles for a number of years with the

philosophy of being a healer of conflict. She then went to the University of California at Davis as Manager of Human Resources.

Here at UB she hopes to be able to encourage collaborative conflict resolution, making it possible to avoid formal grievances. She will develop an agenda after having talked to people here; some issues are already surfacing such as customer service, responsiveness, the need to provide information more quickly, the need for training at all levels, etc.

The Chair invited questions and comments:

- Deans need training in personnel matters; in my School no one knows about personnel laws, regulations and procedures, and no one has responsibility for those issues (Professor Easley)
- need more attention to developing on-line personnel forms (Professor Kramer)
- Human Resources has some programs, but they need fixing; this is an area that will get attention (Assistant Vice President Hough)
- are we getting closer to unified systems for UB and the Research Foundation? (Dr. Coles)
- the Research Foundation is going with the Oracle Oasis system and plans to be live January 1, 2001 (Assistant Vice President Hough)
- because of the budget cuts, there will not be a new system on the state side any time soon (Associate Vice President Seitz)
- will your office be involved with issues of part-time appointments? (Professor Malone)
- will be involved but don't know details yet (Assistant Vice President Hough)
- what should we be doing to prepare people for retirement? (Professor Nickerson)
- would like to see more counseling; will be talking with recent retirees to see what would have been helpful to them (Assistant Vice President Hough)
- consider placing a Human Resources staff member in each School to handle personnel matters (Professor Easley)
- do you have creative ideas for dealing with the shortage of resources in your Office? (Professor Nickerson)

- need to update processes so they are more responsive to the volume and kinds of demands made by the Office's customers; need to foster risk taking by staff to encourage creative solutions (Assistant Vice President Hough)
- Human Resources Office, rather than Deans, Chairs or the Vice Provost for Faculty Development, should have the responsibility for orienting new faculty to UB (Professor Fourtner)
- as a newcomer myself, I've been keeping a list of things we can do better; at Exxon orientation stretched out over a year; it dealt with the normal thing like keys and retirement benefits, but also with Exxon's culture (Assistant Vice President Hough)
- UB has a real morale problem; how does one approach that? (Professor Nickerson)
- first have to figure out the causes of low morale; some causes will be in our power to fix, others not; low morale is both a personal and an institutional issue (Assistant Vice President Hough)
- staff wellness was at one time a Human Resources concern; what are your intentions in this area? (Dr. Coles)
- there are some wellness efforts ongoing, e.g. the Lighten Up program; need more to make UB an employer of choice (Assistant Vice President Hough)
- would you like to ask us questions? (Professor Baumer)
- need to have input from you about institutional priorities (Assistant Vice President Hough)
- the difficulty of finding employment opportunities in Buffalo for a faculty candidate's partner is one reason for our lack of success in recruiting; will you be looking at that? (Professor Swartz)
- intend to meet with local organizations with expertise in relocating people to the area (Assistant Vice President Hough)

Item 4: Report of the President/Provost

The report of the President was given in executive session.

Item 5: Student Association Milton Plesur Excellence in Teaching Award

The chair thanked Mr. Pallickal, a representative of the Student Association, for the notice announcing the awards ceremony for the winners of the 2000 Student Association Milton Plesur Excellence in Teaching Award. The winners are Professors Michael R. Detty, Joseph D. Mook, Phillips Stevens, Jr, Erick Duchesne, and David P. Wilburn.

Item 6: Report of the Faculty Senate Information and Library Resources Committee - Co-chairs: Richard Lee and Liana Vardi

Associate Vice President for University Libraries von Wahlde updated the FSEC on the Libraries. She noted that for 1999-2000 the Libraries were funded at 1998-1999 levels with a mandated savings factor of about \$230 K and with no money for inflation (typically about \$250 K). This budget has reduced the Libraries' buying power. She is hoping for inflationary money for the 2000-2001 budget, but she has been informed that the Libraries base budget will be permanently reduced by the amount of the old savings factor.

The Libraries are increasingly concerned about their ability to meet the research needs of their University. She feels that the needs of the undergraduates are adequately served, often by the Libraries' electronic resources. However, especially in the scientific, technical and medical areas (STM), the number of titles purchased is declining. And overall the Libraries' rankings among its peers in the Association for Research Libraries have slipped significantly over the past several years. At the same time the Libraries have increased their service base with the addition of Roswell Park and the Research Institute on Addictions.

The Libraries will be surveying faculty to see whether they are buying enough and the right material, both print and electronic. The Faculty Senate Information and Library Resources Committee has been a help in the past, and the Libraries looks forward to its re-ignition. Another avenue of faculty input is the units' library committees, some of which also need to be reactivated.

In the last two years the Libraries have invested heavily in the Educational Technology Center. The opening of the Cybraries was very exciting. The Libraries are interested in whether the faculty see these initiatives as helpful and appropriate.

Finally the Associate Vice President for University Libraries encouraged faculty to be active in developing new publishing patterns for scholarly journals, including low cost, electronic alternatives to current print publication.

The Associate Director of Libraries, Steve Roberts, described a SUNY wide initiative called SUNY Connect which aims to link the 64 SUNY institutions with a single integrated library system. SUNY has contracted for a system with Ex Libris, a vendor which has a large client base in Europe and South America and is expanding into North America. Additional service components will be expedited lending among the campuses, the construction of regional book storage facilities (one of which will be here at UB), and SUNY wide purchasing of access to electronic resources at advantageous prices. UB may serve as the technical site for other Western New York SUNY institutions. Depending on the speed with which a contract is signed, testing for the system could begin as early as Summer of 2001.

Mr. Roberts then turned to the issue of user authentication on the Libraries' public computers. Because of inappropriate computer use (spamming, sending threats, etc.) this January the Chief Information Officer forced the Libraries to abandon their long standing use of anonymous devices. Students adapted to the new system with no complaints, but it has been an annoyance to many faculty.

The Chair asked for suggestions for issues the Committee should study:

- faculty were not, but should have been, informed and consulted before the introduction of user authentication (Professor Swartz)
- we had not anticipated faculty concern about user authentication; we should have made efforts to inform that community (Associate Vice President von Wahlde)
- only objection to user authentication is that it slows transactions down (Mr. Roberts)
- the loss of privacy for catalog users is an important objection (Professor Swartz)
- there would be no reason for the Libraries to want to identify who was using a particular terminal at a particular time unless there had been criminal activity emanating from that terminal (Mr. Roberts)
- none the less, there is a loss of privacy (Professor Swartz)
- would be very helpful for the Committee to explore how well the faculty communicate their needs to the Libraries, especially as priorities change; also consider discussing issues of copyright (Professor Nickerson)

- the Information and Library Resources Committee might meet jointly with the Computer Services Committee (Associate Vice President van Wahlde)
- the Committee should look at the privacy issues raised by Professor Swartz; there has been a profound loss of privacy over the last ten years (Professor Schack)
- privacy issue is broader than just tracking library use of material; Internet searches have the same potential to be tracked; Computer Services Committee should also look at this issue (Professor Booth)
- my interests are in questions like where money is being spent, do we have enough books, can research still be supported, not in technical issues; seems a direct liaison with the Libraries is a better source of technical information (Professor Vardi)
- agree with Professor Vardi that collection issues are most appropriately faculty issues, but questions of copyright are also faculty issues and the Committee should take a look at them; the Libraries, use of anonymous devices posed the threat that UB would be blocked from the Internet; am surprised that CIT put up with the situation for as long as it did (Professor Baumer)
- materials can be placed on electronic reserve for one semester for controlled use without violating copyright law; extended use on reserve requires the permission of the copy right holder (Professor Adams-Volpe)
- believe copyright and privacy in the electronic environment are the most important issues we will deal with in the twenty-first century (Associate Vice President von Wahlde)
- not clear that copyright issues belong to the Information and Library Resources Committee; the privacy issue does belong to the Committee and should be examined, especially with respect to the new library system (Professor Schack)
- the areas of interest that Professor Vardi has are critical issues for the Committee to look at (Professor Kramer)
- may be better people than I to chair the Committee given the focus on copyright and privacy (Professor Vardi)
- will make sure the Committee has members with appropriate expertise (Professor Nickerson)
- privacy issue belongs to the Computer Services Committee (Professor Baumer)
- the development of electronic journals will require that the PRB and other faculty promotion and tenure groups accept the value of electronic publication; need to work to create a consensus about this (Professor Swartz)

Item7: Old/new business

On behalf of Professor Fournier, Professor Tamburlin moved (seconded) that the Chair urge the Vice President for Student Affairs to resolve the issue of *The Spectrum's* access to the Student Union in a fashion that will allow the students to do what they need to do. The motion passed unanimously.

There being no other old/new business, the meeting adjourned at 4:15 PM.

Respectfully submitted,

Marilyn McMann Kramer
Secretary of Faculty Senate

Present:

Chair: P. Nickerson

Secretary: M. Kramer

Arts & Sciences: W. Baumer, C. Fournier, J. Meacham, S. Schack

Dental Medicine: M. Easley

Engineering & Applied Sciences: D. Malone

Health Related Professions: J. Tamburlin

Law: L. Swartz

Pharmacy: N.

SUNY Senators: J. Adams-Volpe

University Libraries: A. Booth

Guests:

K. Seitz, Associate Vice President and Controller

K. Levy, Senior Vice Provost

W. Fischer, Vice Provost for Faculty Development

B. von Wahlde, Associate Vice President for University Libraries

S. Roberts, Associate Director of University Libraries
L. Vardi, Co-Chair, Information and Library Resources Committee
M. McGinnis, *Reporter*
W. Coles, Chair, Professional Staff Senate
L. Pallickal, Student Association
E. Fox-Solomon, *The Spectrum*

Excused:

Information Studies: C. Jorgensen

Absent:

Architecture: R. Shibley

Arts & Sciences: Charles Smith

Education: T. Schroeder

Management: J. Boot

Medicine & Biomedical Sciences: B. Albini, Cedric Smith

Nursing: E. Perese

SUNY Senators: J. Boot, H. Durand, J Fisher