

## Report to the Faculty Senate Executive Committee

Submitted on \_\_\_\_\_ 5/1/17 \_\_\_\_\_

By \_\_\_\_\_ Susan Udin \_\_\_\_\_

### Faculty Senate Committee on Faculty Tenure, Promotions, and Privileges

**Charge:** This Committee shall review, report, and recommend to the Faculty Senate matters concerning standards within the University regarding appointment, promotion and tenure of faculty, and matters concerning faculty rights and privileges.

**Roster:** Bisantz, Ann; Dean, Grace; Popescu, Gabriela; Haraszthy, Violet; Rein, Diane, Sallee, Margaret; Rein, Diane (resigned June 2016); Solomon, William; Udin, Susan (Chair); Xu-Friedman, Matthew (resigned June 2016); Yin, Li; Glick, Philip (ex-officio)

**Report Date:** 5/1/17

#### Meeting History (meeting date, conference calls, major discussions):

**June, 2016:** The question of how to promote the Modified Duty resolution, having been accepted by the FSEC, was discussed. Other issues discussed were mentoring, exploitation of junior faculty, and salary inequity.

**October, 2016:** The discussion was dominated by how the Modified Duty resolution would be implemented by the administration. We also discussed the updated Mentoring Proposal.

**November, 2016:** The modification of the non-renewal policy was discussed. The committee decided that we should write a resolution for the FS urging the Provost to convene a committee to revise the Faculty Staff Handbook.

**December, 2016:** We discussed the vague and discouraging letter to the faculty from Human Resources concerning Modified Duties, and we agreed that information about options should be presented to all new faculty. We also discussed the need for an explicit policy to allow non-tenure track faculty and tenure-track associate professors to be considered for promotion after a particular number of years if that is their desire.

**January, 2017:** The rejection of the Modified Duties proposal dominated the discussion. We decided that we needed to acquire a data-based set of best practices, appropriate to different UB Schools, before we move forward.

#### Major Objectives:

1. Acquisition of "best practices" information for modified duties policies for different Schools at UB.
2. Continued monitoring of PRB promotions data.

**Emerging Objectives:**

1. Input to new Faculty Staff Handbook
2. Recruitment of new committee chair
3. Collaboration with Equity and Diversity Committee on UB's poor record of retention of under-represented minorities
4. Monitoring exit interview data

**Potential Work Products or Milestones for Completion of Objectives:**

1. Revised policy in Faculty Staff Handbook on non-renewals of untenured tenure-track faculty.
2. Revised policy in Faculty Staff Handbook on modified duties.
3. Revised policy in Faculty Staff Handbook on allowing non-tenure track faculty and tenure-track associate professors to be considered for promotion after a particular number of years if that is their desire.

**Timeline for Completion of Objectives:**

1. New chair: To be chosen by early 2018
2. Input to Faculty Staff Handbook: to be determined
3. Collaboration with Equity and Diversity Committee: to be determined

**Specific actions requiring FSEC approval:**

1. Approval of new committee chair

**FSEC Comments:**