



Minutes of the Executive Committee – APPROVED

June 4, 2018

Convener: Dom Licata

Officers Present: Dom Licata, Tim Tryjankowski, Hugh Jarvis

Executive Members Present: Charlie Baxter (for D. Erb), Fran Fiscus (for K. Lanier), Ilene Fleischmann, Dan Kelly, Chris Keough, Lisa Pano (for N. Renda), Debra Stamm

Executive Members Absent: Kevin Baron, Don Erb (sent alt.), Chris Keough, Lisa Kulka, Kesha Lanier (sent alt.), Nora Renda (sent alt.)

Members/Guests: Glenna Bett

Parliamentarian: ~~Joshua Wallace~~ (absent)

Staff: Lindsay Allen

Recorder: Hugh Jarvis

Meeting called to order by Dom Licata at 2:36 p.m.

Quorum reached: 7 senators and 3 officers present.

Supporting documents on Box:

<https://buffalo.box.com/s/lbuokdw9u5vv0isq7c9az9wejhy7fe8d>

PRESENTATION OF AGENDA – Dom Licata

- **Motion to adopt Agenda: Charlie Baxter (Chris Keough). Passed.**

REVIEW OF PAST MINUTE(s) – Dom Licata

- **Motion to approve Minutes from May 11, 2018: Dan Kelly (Charlie Baxter). Passed.**

GUEST– Dr. Glenna Bett, Faculty Senate GESS Study

Overview and Summary Findings of the Gender Equity Salary Study:

- two previous studies by admin. (2009 & 2011), unpublished/no final reports, but concluded gender equity after accounting for work-place factors
- sample of 1024, 1.0 FTE ladder faculty
- did not consider rank at hire, ‘also receives’ (UBF extra pay, named positions, SUNY awards), EOC faculty (paid by SUNY), librarians (ranks aren’t comparable), or qualified titles (e.g. ‘clinical’ or ‘research’ professor)

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- raw data shows a clear gender difference ca. \$17K but found it was explained by department & rank (30% of faculty are male full professors who make significantly more than lower ranks, some disciplines such as engineering that pay significantly more are dominated by men)
- they stuck to basic trends, avoided anything that was hard to nail down; e.g. ignored hiring trends, and possible bias in retention or promotion of female faculty
- advice for PSS, bite off manageable task so can complete it

CHAIR'S REPORT – Dom Licata

- Spring Shared Governance Meeting with admin, May 17
 - Breathe Free policy: Pres. Tripathi says creating signage, promoting at events & orientations
 - Recreation & Wellness: staff will be invited to participate, senior staff pleased by kayak idea
- South Campus forum: memorial garden for almshouse dead, public concerned about campus access
- tentative plans for another community meeting at senate this fall
- elections & membership: interest in broader engagement by all areas; rosters incomplete: State lines easy, RF harder, UBF very hard, FSA tricky (many hourly wage earners); progress with HR (Amanda Brown)
- Senior Leadership Retreat, June 20 – Dom will attend
- Upcoming Events:
 - Awards Luncheon, June 5
 - Development Conference, June 7
 - PSS Picnic at UB on Green, July 25 5pm
 - kayak launch, TBD summer
 - historical walking tour of South Campus, P. Logiudice, TBD summer
 - Area Visits: next is Health Sciences, 3rd floor Squire Hall, June 8
- **Motion to receive chair's report: Charlie Baxter (Debra Stamm). Passed.**

VICE-CHAIR'S REPORT – Tim Tryjankowski

- Awards luncheon – some backlash for hosting off-campus -- decision was made for financial reasons (CDS fees have doubled for Center for Tomorrow)
- Elections upcoming, nominations about to start
- Marketing & Communications – overwhelmed by requests
 - templates would be helpful, guidelines do exist in Box
 - met with CFA video group to produce a PSS promotional video
- Policy & Governance – plans to meet with Faculty Senate GESS members to discuss PSS study; also outreaching to HR for ideas and guidance
- Recreation & Wellness – kayaks will be purchased this summer
- Sustainable Living – volunteers helped beautify campus before Commencement; moving forward with tree inventory; nature June 21 walk with Sandy Gefner
- Budget Advisory – June 15 deadline for 2018-19 FY budgets; desire to expedite new budget items that exceed \$250 cap – could vest PSS Officers with ability to make decisions up to \$1000
 - could EC and/or officers approve by phone;
 - **Motion: give permission to PSS officers and chair of Budget Cmt to approve budget requests up to \$1000 on an emergency basis. Must be unanimous vote. Conversation in person, by phone, or email. Ilene Fleischmann (Dan Baxter). One opposed. Approved.**



- Proposal for CFA video production unit (Regina Ticco) to create a PSS promotional video \$3,150
Coordination will be passed to Marketing Cmt.
 - Q/ Can it be discounted? Do we need so many events/interviews? Make it evergreen.
 - Amount seems reasonable. Consensus seems in favor. Amount can be split into two fiscal years. Timely items to be taped this summer. Trimming this down further will make it less valuable (quality, scope).
 - Point of information: Michael Frisch does 1 minute quick videos (Pixstar, \$200 ea.).
 - **Motion: approve \$3,150 for this production: Chris Keough (Dan Kelly). Passed.**
- **Motion to receive vice-chair's report: Lisa Pano (Chris Keough). Passed.**

SECRETARY'S REPORT

- Five senators have lapsed, exceed allowable absences per. bylaws. Chris Keough outreached to ascertain their willingness to continue. Heard back from four senators (Fred Covelli, Beth Ann Crvelin, Donna Malecki, Laura McGowan) but not Tom Dzimira.
- **Motion to re-accredit four senators (Covelli, Crvelin, Malecki, McGowan) and outreach again to fifth (Dzimira): Chris Keough (Charlie Baxter). Approved.**

NEW BUSINESS

Funding request from LGBTQ FSA – Dom

- \$1,125 requested for branding design work, printing, and brown bag series.
 - Concerns: We are setting an open-ended precedent, need process to handle these requests. More information needed (e.g. did they ask Faculty Senate for matching funds?).
 - Not urgent, should go through committee (Diversity Cmt, Budget Advisory Cmt for procedures).
- **Motion to send this funding request to Diversity & Inclusion Cmt for consideration: Fran Fiscus (Lisa Pano). Passed.**
- **Motion to charge Budget Advisory Cmt to develop policies and procedures for funding requests from external agencies: Ilene Fleischmann (Debra Stamm). Passed.**
- **Motion to allocate \$75 to Diversity & Inclusion Cmt to co-sponsor the LGBTQ FSA brown bag series from this larger funding request. Dom Licata (Dan Kelly). Passed.**

Motion to Adjourn: 4:51 p.m.

Attendance sign in sheet(s) housed in the PSS office.

Meeting audio recording available in the PSS office.