

Council on International Studies and Programs

Minutes of Meeting

April 22, 2015

I. Approval of Minutes—David M. Engel

Professor Engel requested comments and corrections to the draft minutes of the March 11, 2015 meeting; none being offered, the minutes were approved as amended electronically.

II. Conversation with Robert Granfield, Vice Provost for Faculty Affairs

Professor Engel welcomed Vice Provost Granfield for a conversation about his plans for the Office of Faculty Affairs. Professor Granfield said he was pleased to have this opportunity to speak to the Council and discuss issues of shared concern relating to faculty affairs. He noted that he had been at UB for ten years, and served as chair for six years. He was very involved in, and directed, the Civic Engagement Public Policy Strategic Strength Group. He was awarded a Fulbright grant to spend a semester doing research at the University of Ottawa, and he has taught in the Sociology Program at SIM. His research interests include the law and legal institutions, and the sociology of alcohol and drug use. As a scholar of professions, Professor Granfield has been interested in the training and preparation of professionals as a subject for research. He came into the new position with a desire to do some new things beyond the tenure and promotion process, and to improve support for faculty throughout their careers at UB.

One of the initiatives Professor Granfield described is revisiting and expanding the New Faculty Orientation, which will be extended to two full days. The program will be more comprehensive and include international education programs and services. He would like to enhance support for incoming international faculty who sometimes have complex immigration challenges. The orientation will include an information “expo” during lunch, in which service units and off-campus entities (real estate, religious communities, etc) can share relevant information not formally presented during the program. UB Immigration Services can be part of this expo. HR and Benefits will also participate. Professor Granfield noted he is working with Professor Teri Miller, Vice Provost for Equity and Inclusion as well.

In addition to the New Faculty Orientation, Faculty Affairs will be offering monthly New Faculty Brown Bags as a way to build community and share information in a less compressed form. The first of these was “Navigating Promotion and Tenure.” For many new faculty this was the first serious conversation they have had about the subject. There isn’t time in the orientation to deal with this topic extensively enough. Other brown-bag topics include the work-life balance, academic technology, and immigration services. The series is to be ramped up in fall 2015 and offered throughout the academic year. These increased opportunities for interaction with faculty will help strengthen faculty affiliation to the university and ultimately improve faculty retention.

A full needs-analysis should be conducted to determine what needs are currently unmet. One area where improvement is needed is mentoring for faculty. This is particularly a concern for international faculty influenced by different cultural practices and professionalization processes. Many faculty, both domestic and international, do not receive much in the way of mentoring. Often the only feedback they receive is during a performance review. Professor

Granfield conducted a survey of all chairs and associate deans (with over a 50 percent response rate) and the results were revealing. There is not a lot of consistency in faculty mentoring at UB. Nothing in the way of mentoring is done for adjunct and clinical faculty. Most women and faculty of color do not benefit from the current model. The Provost is concerned about this, and a report based on the survey has been prepared with recommendations. The current policies on mentoring are fine, but they don't necessarily change practices unless the culture is reformed. Promotion and tenure tends to be sole focus rather than the highest potential of the individual. Currently there is no opportunity for exit interviews for faculty who leave UB, so we don't know why they leave. Having this information would help improve faculty support. Professor Granfield is also forming a Chairs Advisory Committee, with some twenty chairs and vice-deans, with the idea of developing a training program for new chairs. Learning by doing is not sufficient or appropriate for this important role. Leadership training could involve the expertise of colleagues in the School of Management. The program would last an entire academic year and might include a two-day retreat and monthly follow up to address granular issues.

Professor Pavani Ram said she appreciated Professor Granfield's comments about mentoring and the exclusive focus on promotion and tenure. How can new faculty be inspired to see the big picture? Professor Granfield said that mentoring should not be viewed as merely a matter of the individuals involved but rather of the institutional impact. A culture of mentoring needs to be fostered. Research on volunteering demonstrates the value of this activity for the volunteers themselves. Mentors likewise benefit from mentoring. It need not be uni-directional. Why not have junior faculty mentor senior faculty? Ms. Ellen Dussourd said that Faculty Affairs has a tiny staff but is highly effective. She asked whether the survey demonstrates that mentoring is effective or not for women and minorities. No, there is no metric to determine this. Professor Biehl said that he thought the survey was excellent. He pointed out the substantial workload for chairs and faculty involved in mentoring. It is a labor-intensive endeavor. How can it be incentivized? Professor Granfield responded that it would be helpful for mentors to have a toolkit to make it as easy as possible. Again this is the approach taken with volunteers. In the School of Nursing there is an fellowship named for former Dean Mecca Cranley to work with an external mentor.

Professor John Ho noted that faculty mentoring is taken into account during the program review process. This imposes a hardship for small departments that need to look outside for help, especially for tenured faculty. Senior faculty should see mentoring as part of their job. The Department of Chemistry is a stand out in this regard. Professor Engel said that domestic faculty need to become more aware of the internationalization of UB and the unique needs of international students in their courses. Professor Granfield welcomes the opportunity to work with CISP to develop programs that will benefit all faculty. Mr. Oscar Budde said he files a lot of Outstanding Professor/Researcher petitions, which typically take only a year. The problem is when he loses contact with faculty until the point they want to be naturalized. He would like to work with Faculty Affairs to maintain better ongoing contact with these faculty. Mr. Budde also noted that post-docs, the majority of whom are international, tend to be overlooked. He recommends that chairs be aware of their obligations to post-docs. Professor Granfield agreed and said that the situation with adjuncts is also not good since they receive little to no mentoring. Professor Ho said that post-docs are the responsibility of the Graduate School; Professor Luis Colon is associate dean for post-doctoral education.

**III. Report from the Task Force on International Student Inclusion and Engagement—
Peter Biehl**

Professor Biehl reported that he had met with Professor Dunnett and Mr. Wood to update them on the task force's work. A preliminary report is due June 1 that will reflect the findings and recommendations of the different working groups. The task force is working on a survey of international students to be conducted at the end of the semester. This data will be critical to finalizing the task force's recommendations. The results will also help frame a follow up survey of domestic students to be conducted in the fall. Student focus groups may also be assembled. There is a need also to address budget issues relating to the task force recommendations. The members of the task force will be consulted to see if they can continue during the fall semester.

IV. Award for Outstanding Contributions to International Education at UB—Lorraine Oak

Dr. Oak reported on the Awards Committee's recommendation that SUNY Distinguished Service Professor John T. Ho receive the Award for Outstanding Contributions to International Education for 2015. Citing the nomination submitted by Dr. Mick Thompson, a past recipient of the award, Dr. Oak said Professor Ho was an exemplary nominee whose longstanding and extensive service to the university has included many contributions to international education over his 40-year career at UB. In addition to his efforts in teaching and mentoring international students, he has served on many committees addressing policies on the admission of and services for international students. He had a major role in establishing policy around English language proficiency standards for graduate students and the provision for testing and training international teaching assistants. In addition to being a member of CISP for many years and serving as its interim chair, Professor Ho served on many senior-level committees such as the International Strategy Task Group, the CISP Committee on Post-docs, and the International Experience Task Force.

Professor Engel thanked Dr. Oak for the committee's report and asked for discussion. Then a vote was taken on the motion to accept the committee's recommendation that Professor Ho receive the 2015 award. The motion was passed unanimously.

Respectfully submitted,

John J. Wood, Secretary

COUNCIL ON INTERNATIONAL STUDIES AND PROGRAMS

Attendance at the Meeting, April 22, 2015

Present:	Dr. Peter Biehl Mr. Oscar A. Budde (ex officio) Ms. Kathy L. Curtis Ms. Ellen Dussourd (ex officio) Dr. David Engel, Chair Dr. David Fertig Mr. Joseph J. Hindrawan (ex officio) Dr. John T. Ho Dr. Wooksoo Kim Dr. EunHee Lee Mr. Wei Loon Leong Dr. H. Lorraine Oak Ms. Mary Odrzywolski (ex officio) Dr. Pavani Ram Mr. Joseph Schneider Mr. Steven L. Shaw (ex officio) Dr. Othman Shibly Dr. Natalie Simpson Ms. Margaret Wells Dr. Lillian Williams Mr. John J. Wood, Secretary	Anthropology Immigration Services English Language Institute International Student & Scholar Services Law Linguistics International Education Physics Social Work Asian Studies Alumni Relations College of Arts and Sciences Study Abroad Epidemiology and Environmental Health Law School International Admissions Dental Medicine Management University Libraries African American Studies International Education
Guest:	Dr. Robert Granfield	Faculty Affairs
Excused:	Dr. Stella Batalama Mr. Dennis Black Dr. Janina Brutt-Griffler Dr. Barbara B. Bunker Dr. José F. Buscaglia Dr. Yu-Ping Chang Dr. Colleen Culleton Dr. Stephen C. Dunnett (ex officio) Dr. Christian Flaugh Dr. Daniel Hess Dr. Junhao Hong Ms. Maria S. Horne Dr. Shaun Irlam Dr. Patrick McDevitt Dr. Donald McGuire Dr. Mulchand Patel Dr. Jessie P.H. Poon Dr. Surajit Sen Dr. John H. Stone Dr. Claude E. Welch Dr. Jiyuan Yu	Electrical Engineering Student Affairs Learning and Instruction Psychology Caribbean Studies Nursing Romance Languages and Literatures International Education Romance Languages and Literatures Architecture and Planning Communication Theatre and Dance Comparative Literature History Undergraduate Education Biochemistry Geography Physics Public Health and Health Professions Political Science Philosophy