

MINUTES
PSS JOINT SENATE/ GENERAL MEMBERSHIP MEETING
November 19, 2015, 3:00-5:00 P.M.
Center for Tomorrow, UB North Campus

PSS Officers Present:

Domenic Licata, Chair. Sarah Piraino, Recording Secretary.

PSS Officers Absent:

None

PSS Senator Attendance:

Separate: (see sign-in sheet)

PSS General Membership Attendance:

Separate: (see sign-in sheets)

Guest Speaker/Topic: "Exploring Diversity at UB"

- Guest Speaker: Terri Miller
- Guest Speaker: Terri Budek

1. Call to Order: Domenic

The meeting was called to order by Domenic Licata, Chair at 3:08 p.m.

***Agenda: unanimously approved.**

2. Approval of Minutes: Sarah

***The minutes of the October, 2015 meeting were unanimously approved.**

3. Reports: Domenic

a) Chair's Report: Domenic

-Overview: SUNY new Senator introduction, new Faculty Senator, Senator recruitment campaign, Parliamentarian search, follow-up from last month's PSS General Membership/Senate meeting.

*TOEP (Tools of Engagement Project overview and open invitation for professional staff to join: Robin Sullivan, UB's Office of Educational Innovation & Assessment.

b) Committee Reports: David

-Overview:

STAFF DEVELOPMENT AND SERVICES COMMITTEE

- Ed Brodka is putting on a free 2 part webinar on LinkedIn for Alumni Relations
 - o Part 1: Wednesday, December 9, 2015 from noon to 1:00 p.m. EST
 - o Part 2: Wednesday, January 6, 2016 from noon to 1:00 p.m. EST
- Next meeting is Thursday, December 10th at 9am in 259 Capen and they need any help for the upcoming year.

INCLUSION AND DIVERSITY COMMITTEE

- End of Semester Potluck lunch Wednesday, December 9 from 12:00-1:30pm in 210 Student Union

WEBSITE COMMITTEE

- Has begun the process of converting the PSS website to the UB CMA system

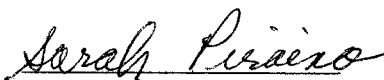
WELCOMING COMMITTEE

- The annual Welcome Reception was held on Thursday, October 22 from 11:30 a.m. – 1:00 p.m. in Davis Hall. President Tripathi attended as well as 42 new staff. The event was very successful with lots of positive interaction and questions from new staff.

***Motion to accept reports of the Chair and Vice Chair. Motion approved by Tim T. and second by Kesha L., both reports unanimously approved.**

4. PSS Staff Recognition: Domenic
Featured staff member: Mary Henessey. Nominated by Cathleen Murphy for Mary's work with the "Women in STEM" initiative.
5. Committee Spotlight: Chris Bragdon, Diversity & Inclusion Committee Overview
Featured committee: PSS Diversity & Inclusion Committee overview presented by Committee Chair, Chris Bragdon. "Dear World" UB fall 2015 slide show review of 22 selected slides.
6. Unfinished Business: Domenic: None
7. Senate New Business: Domenic
Resolution: Greening the Commons. Endorsed by PSS Sustainable Living Committee at UB on 11/4/2015 and approved by the UB PSS Executive Committee on 11/5/2015.
Discussion and overview about the resolution, it's purpose, it's progression and outlook.
***Motion to accept the resolution was called by PSS Chair, Domenic L. Members voted with a 22: approved, 0: unapproved voting outcome. Resolution was unanimously approved.**
8. Guest Presenter One: Terri Miller, UB's Vice Provost for Equity & Inclusion.
Topic: Diversity on Campus. Presented: 15 minutes overview of diversity both internal and external campus issues.
9. Guest Presenter Two: Terri Budek, UB's Intercultural & Diversity Center.
Topic: "Diversity at UB." Activity: "**Dimensions of Diversity**"--(see attachment)
10. Next Meeting
The next meeting of the Joint Senate/General Membership will be held on Thursday, December 17, 2015 at 3:00 pm in the Center for Tomorrow, UB North Campus. Guest Presenter will be President Tripathi.
11. Adjourn
There being no further business, upon motion duly made and unanimously approved, the meeting was adjourned at 4:42 pm.

Respectfully submitted,


Sarah Piraino, MS
PSS Recording Secretary

Resolution of the Professional Staff Senate: Greening the Commons

Endorsed by the PSS Sustainable Living Committee, November 4, 2015

Approved by the PSS Executive Committee, November 5, 2015

WHEREAS, the production of polystyrene (a synthetic resin also known by the brand name Styrofoam) has been identified by the EPA as the fifth largest source of hazardous waste; and

WHEREAS, polystyrene is not recyclable, takes at least five hundred years to decompose, and is a main pollutant of urban areas, oceans, bays, and other US water sources; and

WHEREAS, styrene, the main chemical found in polystyrene, is a dangerous neurotoxin and potential carcinogen linked to Parkinson's disease and leukemia, which can leach into hot and acidic food and beverages; and

WHEREAS, polystyrene is banned in an increasing number of cities and institutions concerned with the health and safety of people and the environment; and

WHEREAS, the majority of vendors within UB Commons continue to provide their products to customers in polystyrene containers; and

WHEREAS, First Amherst Development, property manager of the UB Commons, does not provide recycling (other than cardboard) for vendors and customers; and

WHEREAS, the University at Buffalo takes pride in being a sustainability leader through zero-waste food service and the use of compostable and recyclable implements; and

WHEREAS, UB Commons is not governed by the policies of UB but nonetheless affects the perception of our campus by faculty, staff, students and visitors; and

WHEREAS, a coalition of concerned students, staff and faculty have repeatedly contacted the vendors and management of UB Commons with concerns about polystyrene and recycling to no avail.

NOW, THEREFORE, BE IT

RESOLVED, that until the vendors and management of UB Commons eliminate the use of polystyrene and provide recycling to customers, the Professional Staff Senate will join with the Environmental Network and the Students for Sustainability Council in an information campaign highlighting the unsustainable practices in UB Commons; and be it further

RESOLVED, the PSS strongly encourages staff, faculty and students to voice their concerns to UB Commons vendors that their food be served in safe and compostable or recyclable containers; and be it further

RESOLVED, the PSS encourages staff, faculty and students to patronize and promote those vendors who have eliminated polystyrene and who provide recycling to their customers.

**2015-11-19 Professional Staff Senate
General Membership/Senate Meeting
Center for Tomorrow, 3:00-4:30PM**

Time	Item	Leader	Attachments	Action Needed
3:00-3:05PM	Call to Order	Dom		Call to Order
	Adoption of Agenda	Dom		Approval
	Approval of Minutes	Sarah		Approval
Reports				
3:05-3:15PM	Chair's Report	Dom		Accept
	Committee Reports	David		Accept
Recognition				
3:15PM- 3:20PM	PSS Staff Recognition	Dom		Discussion
General Membership Unfinished Business				
	NA	X	X	X
General Membership New Business				
Senate Unfinished Business				
	NA	X	X	X
Senate New Business				
3:20-3:25PM	Resolution: Greening the Commons	Dom		Approval
Committee Spotlight				
3:25-3:30PM	Diversity & Inclusion	Chris Bragdon		
Program				
3:30PM- 4:30PM	Teresa Miller , Vice Provost for Equity and Inclusion Terri Budek , Assistant Director Intercultural & Diversity Center	Dom		Discussion
4:30PM	Adjournment			

UB **PROFESSIONAL STAFF SENATE**
 University at Buffalo The State University of New York
 PSS Attendance Sheet

Meeting: General Membership
Senate

Date: Nov. 19th 2015

Area I: Health Sciences				
	<u>Name</u>	<u>Role</u>	<u>Term</u>	<u>Present</u>
1	Lynn Emminger	Executive Committee	2015-17	X
2	Geraldine Kremer	Executive Committee	2015-17	X
3	Andrew Koenig	Alternate	2015-17	
4	Caterina Berti	Senator	2015-17	X
5	Jana Blaha	Senator	2015-17	X
6	Barbara Buckley	Senator	2015-17	X
7	Fred Covelli	Senator	2015-17	
8	Thomas Dzimira	Senator	2015-17	
9	Nargis Hossain	Senator	2015-17	
10	Candy Morris	Senator	2014-16	
11	Carol Palm	Senator	2015-17	X
12	Debra Stamm	Senator	2015-17	
13	Christine Stumm	Senator	2014-16	X
14	Kevin Westling	Senator	2015-17	
Total:				7
Area I Members Total:				1246
*Note: 14 Senators of 41.53. Additional Senators needed for Area I:				27.53

Area II: Core Campus Units

	<u>Name</u>	<u>Role</u>	<u>Term</u>	<u>Present</u>
1	Marianne Sullivan	Executive Committee	2014-16	
2	Ilene Fleischmann	Executive Committee	2014-16	X
3	Shatorah Donovan	Alternate	2015-17	X
4	Susan Buttaccio	Senator	2015-17	X
5	Michelle Chasse	Senator	2015-17	
6	Gloria Paveljack	Senator	2015-17	<i>Emailed - Absent</i>
7	Kimberly Popielski Kriz	Senator	2015-17	
8	Michelle Riggio	Senator	2015-17	X
**	Heather Montague	SUNY Faculty Senator	2015-17	
Total:				4
Area II Members Total:				1267
*Note: 8 Senators of 42.23. Additional Senators needed for Area II:				34.23

Area III: Student Support Services

	<u>Name</u>	<u>Role</u>	<u>Term</u>	<u>Present</u>
1	Kathleen Kielar	Executive Committee	2015-17	<i>Emailed - Absent</i>
2	Timothy Tryjankowski	Executive Committee	2015-17	X
3	Susan Mann Dolce	Alternate	2015-17	X
4	Rachel Blane	Senator	2015-17	X
5	Chris Bragdon	Senator	2014-16	X
6	Kristen Brill	Senator	2015-17	X
7	Kathryn Doran	Senator	2015-17	
8	David Emhof	Senator	2015-17	
9	Corey Hill	Senator	2015-17	X

10	Stefanie Lizauckas	Senator	2015-17	X
11	Alaska McInnis	Senator	2015-17	
12	Susan Ott	Senator	2015-17	
13	Joseph Rizzo	Senator	2015-17	
14	Zachary Slaybaugh	Senator	2015-17	X
15	Kirkshinta Turnipseed	Senator	2014-16	X
Total:				9
Area III Members Total:				620
*Note: 15 Senators of 20.66. Additional Senators needed for Area III:				5.66

Area IV: University Support Services				
	<u>Name</u>	<u>Role</u>	<u>Term</u>	<u>Present</u>
1	Christopher Keough	Executive Committee	2015-17	X
2	Denise Wolfe	Executive Committee	2015-17	X
3	James Gordon	Alternate	2014-16	
4	Michael McManaman	Senator	2014-16	
5	Kathleen O'Brien	Senator	2014-16	X
6	Pamela Rose	Senator	2014-16	X
7	Eileen Sirianni	Senator	2015-17	X
8	Cherie Williams	Senator	2014-16	X
Total:				6
Area IV Members Total:				425
*Note: 8 Senators of 14.16. Additional Senators needed for Area IV:				6.16

Area V: University Administration

	<u>Name</u>	<u>Role</u>	<u>Term</u>	<u>Present</u>
1	Hugh Jarvis	Executive Committee	2014-16	
2	Kesha Lanier	Executive Committee	2014-16	X
3	Douglas Levere	Alternate	2014-16	X
4	Dave Hill	Senator	2015-17	
5	Joseph Mantione	Senator	2014-16	
6	Linwood Roberts	Senator	2014-16	
Total:				2
Area V Members Total:				763
*Note: 6 Senators of 25.43. Additional Senators needed for Area V:				19.43

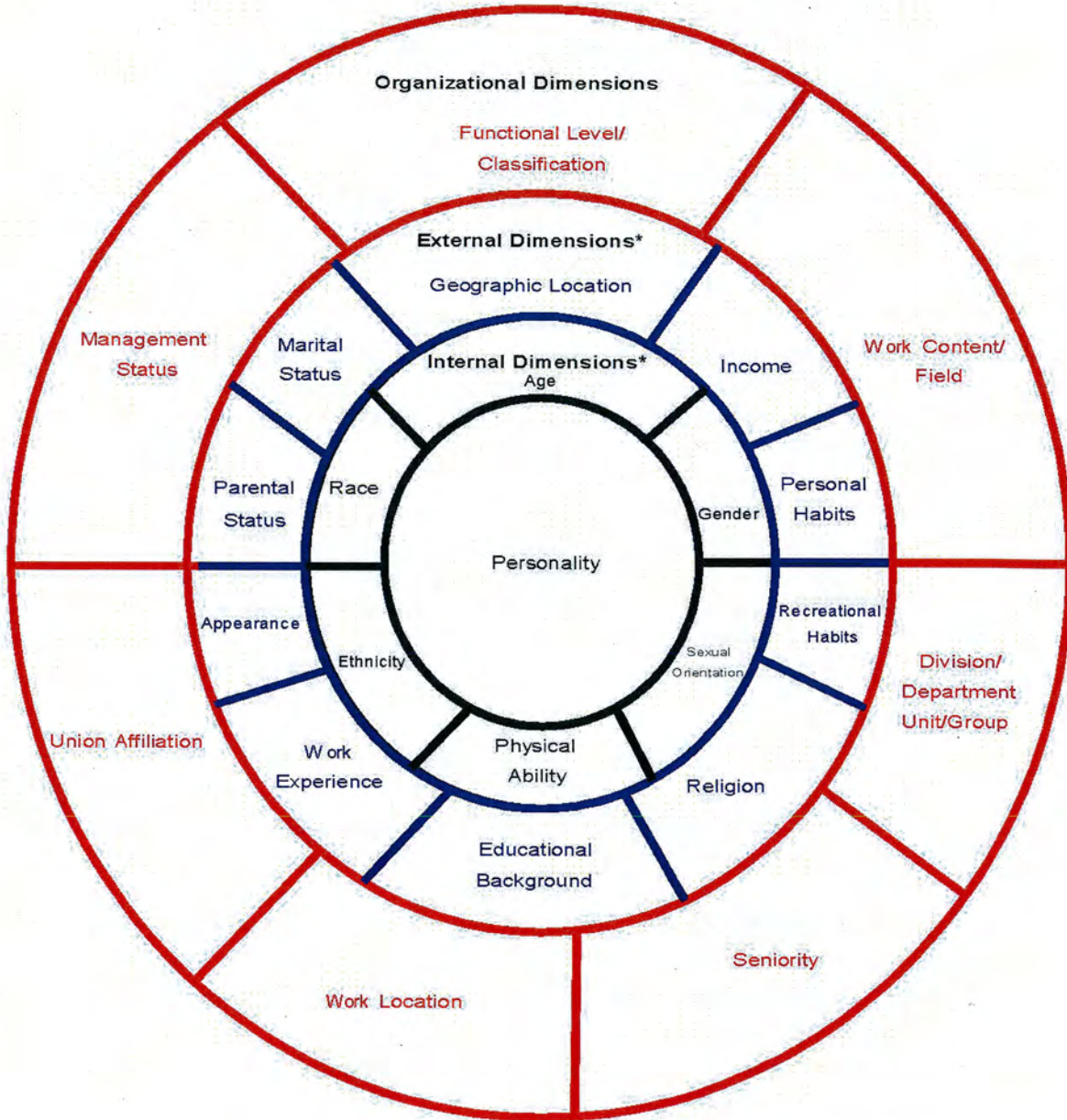
Other Attendees/ Guests:

	<u>Name</u>	<u>Role</u>	<u>Term</u>	<u>Present</u>
1	Domenic Licata	PSS Chair		X
2	David Love	PSS Vice Chair		X
3	Sarah Piraino	Recording Secretary		X
4	Phil Glick	Faculty Senate Representative		
5	Richard	Parliamentarian (Temp)		X
Total:				4

NAME	EMAIL
Dan Wolfe	danielwo@buffalo.edu
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Holly Klirk	Holly Heller
Ed Brodka	brodka

Dimensions of Diversity

The "Dimensions of Diversity" wheel shows the complexity of the diversity filters through which all of us process stimuli and information. That in turn leads to the assumptions that we make (usually about the behaviors of other people), which ultimately drive our own behaviors, which in turn have an impact on others. See below diagram for more detail.



The Four Layers Model

1. Personality: This includes an individual's likes and dislikes, values, and beliefs. Personality is shaped early in life and is both influenced by, and influences, the other three layers throughout one's lifetime and career choices.

2. Internal dimensions: These include aspects of diversity over which we have no control (though "physical ability" can change over time due to choices we make to be active or not, or in cases of illness or accidents). This dimension is the layer in which many divisions between and among people exist and which forms the core of many diversity efforts. These dimensions include the first things we see in other people, such as race or gender and on which we make many assumptions and base judgments.

3. External dimensions: These include aspects of our lives which we have some control over, which might change over time, and which usually form the basis for decisions on careers and work styles. This layer often determines, in part, with whom we develop friendships and what we do for work. This layer also tells us much about whom we like to be with.

4. Organizational dimensions: This layer concerns the aspects of culture found in a work setting. While much attention of diversity efforts is focused on the internal dimensions, issues of preferential treatment and opportunities for development or promotion are impacted by the aspects of this layer.

The usefulness of this model is that it includes the dimensions that shape and impact both the individual and the organization itself. While the "Internal Dimensions" receive primary attention in successful diversity initiatives, the elements of the "External" and "Organizational" dimensions often determine the way people are treated, who "fits" or not in a department, who gets the opportunity for development or promotions, and who gets recognized.

Four Layers Exercises

"The Four Layers of Diversity" is not only a useful model, but can be used as a reflective tool to develop your own understanding of the impact of diversity on your life:

1. Which factors have the greatest influence on you? Which are you most proud of? Which do you try to hide?
2. Which factors do you make snap judgements on? Which factors cause you to try to avoid contact with others on?
3. Do I know the people I work with? Do I make assumptions about them? Does that impact the way I treat someone?

Sources:

Diverse Teams at Work, Gardenswartz & Rowe

*Internal Dimensions and External Dimensions are adapted from Marilyn Loden and Julie Rosener, Workforce America; Business One Irwin, 1991

http://www.colormagazineusa.com/index.php?option=com_content&view=article&id=219:th