



Minutes of the Senate – APPROVED

March 15, 2018

Convener: Dom Licata

Officers Present: Dom Licata, Tim Tryjankowski, Hugh Jarvis

Senators Present: Susan Bagdasarian, Kevin Baron, Charlie Baxter, Naciah Bell, Rachel Blane, Chris Bragdon, Karlen Chase, Fred Covelli, Beth Ann Crvellin, Russ Crispell, Diane Dempsey (for Gerri Kremer), Tom Dzimira, Don Erb, Fran Fiscus, Ilene Fleischmann, Janiece Jankowski, Sevie Kandefer, Chris Keough, Matt Kopalek (for Dan Kelly), Geraldine Kremer, Doug Levere, Kira Love, Donna Malecki, Mike McManaman, Tracey McNerney, Sherene Milizia, Lisa Pano, Matthew Reitmeier, Eileen Sirianni, Debra Stamm, Christine Stumm

Senators Absent: Matt Deck, Erika Grande, Dan Kelly (alt. Matt Kopalek), William Jones, Gerri Kremer (alt. Diane Dempsey), Lisa Kulka, Kesha Lanier, Lauren McGowan, Joy Piper, Nora Renda, Pam Rose, Michael Yates

General Members: Linda DelBello, Jim Gordon, Shannon Johnson, Ken Kern, Cassandra Walker-Whiteside

Guests: Jessica Baker, Kristine Costanzo and Ben Fabian (LGBTQ Faculty & Staff Association)

Parliamentarian: Joshua Wallace

Staff: Lindsay Allen

Recorder: Hugh Jarvis

Meeting called to order by Dom Licata at 3:05 p.m.

Quorum reached: 27 senators and 3 officers present.

Supporting documents on Box:

<https://buffalo.box.com/s/7ujgk7vk7113d7xgt58aynoidbw6h0rg>

PRESENTATION OF AGENDA – Dom Licata

- **Motion to adopt Agenda: Karlen Chase (Janiece Jankowski). Passed.**
 - **Amended because Minority FSA and Tripathi**

REVIEW OF PAST MINUTE(S) – Dom Licata

- **Motion to approve Minutes from February 15, 2018: Karlen Chase (Mike McManaman). Passed.**

CHAIR'S REPORT – Dom Licata

- In memoriam: Rita Lipsitz (Feb 16, 2018) retired admin. asst. from English Dept.
- 3rd Annual Shared Governance Day

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- Included a Resolution in Support of Student Demonstrations Against Gun Violence (passed unanimously by quorum of PSS and faculty)
- Campaign for Community reached \$850,000 goal
- Search Cmt for VP for Inclusive Excellence – Jessica Coram will serve as our nominee
- PSS Standing Rules have reached the Executive Cmt, will be discussed in April and likely reach full Senate in August or September. Draft available:
<https://buffalo.box.com/s/rhno7lemkn581w8vgmy3enyajrtyg1ko>
- ‘*Surviving Middle States with Shared Governance*’ presented by Dom and Phil Glick, March 2, 2018, at SUNY Voices Conference (<https://buffalo.box.com/s/wveyvtpipegrxdb3ytdg25zvl4jhw51t>)
- PSS Listening Tours, tentative dates
 - April 27 – Area IV
 - May 25 – Area V
 - June 8 – Area I
 - June 22 – Area II
 - July 20 – Area III
- SUNY UFS Spring Plenary at UB Marriott, April 19-21
- **Motion to move April 26 Senate Meeting to April 19 to accommodate attendance by President Tripathi – Janiece Jankowski (Chris Keough). Passed.**
- Upcoming PSS events:
 - July 25 - PSS Picnic
 - April 5 – EC meeting
 - April 18 – Women in STEM Summit
 - April 19 –Senate Meeting
 - May 3 – EC Meeting will be in 509 O’Brian
 - May 24 – PSS Awards Luncheon
- **Motion to receive: Doug Levere (Chris Keough). Passed.**

VICE-CHAIR’S REPORT – Tim Tryjankowski

- Payment for PSS events must be credit cards, P-Cards, IDI (no cash, checks).
- Items over \$250 can be approved by committee.
- ***Request for Executive Cmt motion to approve \$500 expenditure for deposit on Staff Development Conference. Executive Cmt. So moved: Chris Keough (Eileen Fleischmann). Passed.***
(eleven voting members present)
- Staff Development Conference - June 2018, Hotel Henry
- New employee welcoming breakfast – April 12
- Spring program to share student experience with inclusion and diversity - March 27
- Constitution & Bylaws Cmt will begin to look at gender equity among UB professional staff, to parallel work just being concluded by Faculty Senate.
- **Motion to receive: Chris Keough (Ilene Fleischmann). Passed.**



Additional comments by Dom Licata

- Conversation with Laura Hubbard about rec center facility, students willing to pay it; staff can use it if we pay; staff can be part of the planning discussion.
- Gender equity study, faculty senate has conducted study, date will be presented in April.
 - We hope to conduct our own study next year.
- Tonga Pham will be present at April 5 EC meeting to discuss landscape and capital improvements.

UNFINISHED BUSINESS

None.

NEW BUSINESS

None.

PROGRAM – UB Minority Faculty & Staff Association

Postponed: Linwood Roberts could not attend

PROGRAM – LGBTQ Faculty & Staff Assn – Ben Fabian, Jessica Baker, Krissy Costanzo

- Provide Identity, support, shared resources to improve recruitment and retention.
- Steering committee, faculty & staff at all levels. mission, goals
- Plans for a climate survey later this year by Office of Inclusive Excellence
- Shared responsibility, integration important.
- Initial programming focused around membership building, networking, guest speakers.
 - New website www.buffalo.edu/lgbtqfsa
 - UB Now promotion.
 - Listserv around 90.
 - Survey: members interested in ‘professional development’, social events, community service opportunities, willing to pay dues.
 - Strategic plan on website.
- PowerPoint: <https://buffalo.box.com/s/vf25kmocuu1yxundvqjifvwgfn42o6so>
- Join with community ‘Out for Business’ events
- Brown Bag Conversations
- What could we do together..?
 - Have identified lots of ways their members want to act in the community
 - Promotion and participation.
- Questions:
 - Noticed anything from faculty-staff aspect to collaboration..?
 - Would like more faculty involvement in general, and specifically such as preferred name policy.
 - Why would professional development be different..?
 - Difference may be in opportunities, commonalities, mentoring.

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- Unique challenges in navigating the workplace.
- Perhaps don't mean professional development literally, but personal development.

PROGRAM – INFORMAL DISCUSSION

What value does the PSS bring to its individual members and to the administration?

- Economic impact individually and collectively; e.g. Community Health benefit
- Have valuable input as a group to share about how staff feel. Easier than asking individuals.
- Allows individuals to break out of their silos and cross paths with other areas.
- Opportunities for collaboration, networking and mentoring that would not exist otherwise, as groups, committees, and beyond traditional staff (e.g. with faculty, retirees).
- Staff are the 'doers'. We are an enormous resource as a group.
- We are like a suggestion box, encouraging and collecting feedback, and actively cultivating ideas.

Additional comments by Licata

- We are underrepresented in many areas. Need more senators to serve.

Motion to Adjourn: Tim Tryjankowski. Passed. 4:30 p.m.

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

Meeting audio recording available in the PSS office.