



## Minutes of the Senate – APPROVED

April 19, 2018

**Convener:** Dom Licata

**Officers Present:** Dom Licata, Tim Tryjankowski, Hugh Jarvis

**Senators Present:** Susan Bagdasarian, Charlie Baxter, Rachel Blane, Karlen Chase, Russ Crispell, Don Erb, Lin Feng, Fran Fiscus, Janiece Jankowski, William Jones, Sevie Kandefer, Dan Kelly, Chris Keough, Geraldine Kremer, Kira Love, Kesha Lanier, Donna Malecki, Tracey McNerney, Sherene Milizia, Lisa Pano, Justine Rumbel (alt. for Joy Piper), Eileen Sirianni, and Christine Stumm

**Senators Absent:** Kevin Baron, Naciah Bell, Chris Bragdon, Fred Covelli, Beth Ann Crvelin, Matt Deck, Tom Dzimira, Ilene Fleischmann, Erika Grande (trying Dan Jay), Lisa Kulka, Doug Levere, Mike McManaman, Lauren McGowan, Joy Piper (sent alt.), Matthew Reitmeier, Nora Renda, Pam Rose, Debra Stamm, and Michael Yates

**Members/Guests:** Ed Brodka, Christina Corbellati, Linda DelBello, Dave Emhof, Lynn Emminger, Olivia Emrich, Sui Mei Grierson, Christa Greenberg, Dave Hill, Shenita Johnson, Shannon Johnson, Jeff Kujawa, C. Kurtz (?), Lisa Martin, Leslie McCain, Satish Tripathi, and one illegible signature

**Parliamentarian:** ~~Joshua Wallace~~ (absent)

**Staff:** Lindsay Allen

**Recorder:** Hugh Jarvis

**Meeting called to order** by Dom Licata at 3:10 p.m.

**Quorum reached:** 22 senators and 3 officers present.

Supporting documents on Box:

<https://buffalo.box.com/s/jdpqmt925mhd0ud7fnxx6twrbgpo2ula>

### PRESENTATION OF AGENDA – Dom Licata

- **Motion to adopt Agenda: Karlen Chase (Chris Keough). Passed.**

### REVIEW OF PAST MINUTE(s) – Dom Licata

- **Motion to approve Minutes from March 15, 2018: Don Erb (Janiece Jankowski). Passed.**

### CHAIR'S REPORT – Dom Licata

- New employee welcome breakfast – good turnout, Pres. Tripathi spoke.
- Wellfest (Rec & Wellness Cmt staffed a table) - went well.
- Women in STEM (Sust. Living Cmt staffed a table) - went well.

- Tonga Pham spoke at last EC meeting about campus improvement projects. Meeting included some discussion of landscape issues, APPA survey, tree inventory, student and staff involvement.
- Faculty/Staff Handbook updated, new website, seek feedback.
- Campus Life External Review – PSS (Dom) was interviewed as a stakeholder, conveyed our concerns with onerous internal charge-back fees.
- 179<sup>th</sup> SUNY UFS Spring Plenary at UB, April 20-21 – many activities, including Buffalo Highlights Tour. Encouragement to serve on UFS committees (professional staff welcome).
- Fossil Free UB – March 29 rally drew media coverage. UBF says it is developing a public statement on responsible investment but otherwise dodging attention on their fossil fuel investments.
- SUNY Board of Trustees Public Hearing at Morrisville State College.
- Faculty Senate GESS Gender Equity Study – Data to be released at FSEC May 2. PSS hopes to learn from their groundwork.
- PSS Listening Tours – Initial dates established, emails have gone out to area senators.
- Upcoming events:
  - May 3-4 inaugural Inclusive Excellence Summit – encouragement to attend.
  - Staff Development Conference – encouragement to attend.
  - July 25 PSS Picnic at UB on the Green – encouragement to attend.
- **Motion to receive: Kesha Lanier (Chris Keough). Passed.**

#### VICE-CHAIR'S REPORT – Tim Tryjankowski

- Awards Cmt - Reviewed nominations for the Chancellors Awards for Professional Excellence, passed to OTP, now at Chancellor. No nominees for Outstanding Service to PSS Award. Working with Web Cmt to get details back on website. Hold date for June 5<sup>th</sup> luncheon.
- Budget & Advisory Cmt needs new chair. Negotiating with Provost's Office regarding recreation funding and payment mechanism for staff development conference (delaying registration).
- Elections Cmt – New UFS rep elected; senator elections next, then EC (May/June).
- Inclusion & Diversity Cmt – Brainstorming concerns plus ADA compliance for website.
- Marketing & Communications Cmt – April newsletter usage data promising. Standardizing methods. Exploring creation of a PSS promotional video with Regina Ticco at CFA.
- Policy & Governance Cmt – Observing FS efforts on pay equity, will invite GESS participants to help establish similar study for professional staff.
- Staff Development Cmt – Staff development conference held up by purchasing office. Deposit paid by event at risk until registration can start. Mentoring Sub-Cmt reinstating mentoring program. Welcoming Sub-Cmt – Held successful new employee breakfast, Tripathi attended.
  - NB. HR email on work release policy encourages participation in UB events. Was about Wellness Fair but we should include Coldren's words in all of our mailings.
- Recreation & Wellness Cmt – Staffed table at Wellness Fair; requested funds for staff kayaks.
- Sustainable Living Cmt – New chair being established, planning for next Sustainability Fair (hold up due to unclear new insurance regulations).
- **Motion to receive: Geraldine Kremer (Chris Keough). Passed**

## NEW BUSINESS

### Minutes from March 6<sup>th</sup> Shared Governance Meeting – Dom

- Entering minutes from 2018 SG Meeting for higher visibility. (Attached after.)
- **Motion to receive the minutes as recorded: Karlen Chase (Eileen Sirianni). Passed.**

### Standing Rules draft report – Dom

- Accept standing rules to initiate discussion for further exploration at September meeting.
- **Motion to accept the report: Janiece Jankowski (Lynn Emminger). Passed.**

## PRESENTATION – President Satish Tripathi

### Including:

- Brief update on budget – budget flat, underfunded by State, other campuses already struggling, gap in Excelsior Grants must be covered by UB, capital funding only covers critical maintenance (50% less than several years ago and our stock is aging fast).
- Admissions:
  - undergrad applications up 35%, best applicant pool ever
  - underrepresented minority students up 13%, 18% of all applications; females as well
  - internationals dropping (national trend)
  - new student orientation successful despite bad weather (mostly issues with flights)
- Faculty:
  - UB has very high number of distinguished professors
- Athletics:
  - basketball teams very successful
  - new athletics director; special thanks to Kathy Twist
- Questions:
  - Q: employees are underserved for recreation & wellness services
    - A: this is a priority, recreation center possibly with a fee
  - Q: transportation – what new steps towards alternative transportation specifically to downtown campus; what about employee engagement in NFTA expansion; what about NFTA metro pass agreement
    - A: downtown issue was about parking shortage; union was slow to negotiate; credit that could be used for metro pass or parking;
    - A: UB supports expansion but is out of our control; as it reaches next stage we expect to be more involved
    - A: will ask Laura about metro pass
  - Q: North Campus parking – any new spots?
    - A: defers to Laura Hubbard, but new parking would likely be farther out
    - comment about parking lot currently in use for construction
  - Q: South Campus parking issues too
  - Q: does UB have a vision for experiential learning as a whole?
    - A: part of new UB Curriculum includes exp. learning; Experiential Learning Network



## NEW BUSINESS

### Days of Special Concern – Cindy Konovitiz

- We don't do well at avoiding scheduling events on holidays and other culturally significant days. We were told UB's calendar would be "religious neutral", but it is not and probably never can be. Students (and staff) frequently have to go to great lengths to accommodate academic obligations despite our official policy of accommodation.
- Circulated a draft of significant 'days of special concern' that should be avoided when scheduling university activities, to provoke additional consideration, discussion, and feedback, which can be discussed again this fall. It is based on University of West Virginia model crossed with EDI suggestions and consideration of major campus cultural groups. Suggests we keep it slim, limit to three most critical dates for each group. This is a work in progress. It does not include federally recognized holidays such as Christmas, but does include Good Friday and Easter Sunday.
- **Motion to table for further consideration in September: Don Erb (Geraldine Kremer). Passed.**

**Motion to Adjourn:** 4:38 p.m.

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

*Meeting audio recording available in the PSS office.*

## Minutes of the Special Shared Governance Meeting – APPROVED March 3, 2018

**Note:** *These minutes were approved at the April 19, 2018 joint meeting of Senate and general membership.*

**Conveners:** Dom Licata (& Phil Glick)

**Officers Present:** Dom Licata, Tim Tryjankowski, Hugh Jarvis

**Senators Present:** Kevin Baron, Charlie Baxter, Chris Bragdon, Karlen Chase, Mark Davies (alt. for Ilene Fleischmann), Don Erb, Fran Fiscus, Phil Glick, Erika Grande, William Jones, Dan Kelly, Chris Keough, Geraldine Kremer, Keshia Lanier, Doug Levere, Tracey McNerney, Lisa Pano, Joy Piper, Matthew Reitmeier, Nora Renda, Eileen Sirianni, Debra Stamm, Christine Stumm.

**Senators Absent:** Susan Bagdasarian, Naciah Bell, Rachel Blane, Kelli Bocock-Natale, Fred Covelli, Russ Crispell, Beth Ann Crvelin, Matt Deck, Tom Dzimira, Ilene Fleischmann (sent alt.), Janiece Jankowski, Sevie Kandefer, Lisa Kulka, Kira Love, Donna Malecki, Mike McManaman, Lauren McGowan, Sherene Milizia, Pam Rose, Michael Yates.

**Members/Guests:** Tanja Aho (GSA Pres.), Cemal Basaran (SUNY Senator), Sharon Cramer (SUNY UFS Parl.), Linda Del Bello, Sarah Crowley (Spectrum), Steve Jetar (CSEA 602 VP), Sabrina Jones (CSEA 602), Gwen Kay (SUNY UFS Pres.), Ken Kern, Kat Kielar (SUNY Senator), Keith Landa (SUNY UFS VP), Susan Ott, Lisa Patterson, Elijah Pike (Spectrum), Alexa Ringer (Fossil Free), Josh Sticht (UBPD), Nina Tamrowski (FCCC Pres.), Leslie Veloz (SA Pres.), Keri Ward (CSEA 602), Angi Zitto (CSEA 602), Ezra Zubrow (UUP Buffalo Ctr Pres.), Charles Zukoski (Provost).

**Parliamentarian:** Joshua Wallace

**Staff:** Lindsay Allen

**Recorder:** Hugh Jarvis

**Meeting called to order** by Dom Licata at 3:03 p.m.

**Quorum reached:** 22 senators and 3 officers present.

Supporting documents on Box:

<https://buffalo.box.com/s/z9c7i5betkc0c350jw168asacd9gycm>

### PRESENTATION OF AGENDA – Dom Licata

- **Motion to adopt Agenda: Nora Lenda (Kat Kielar).**
  - **Motion to amend agenda, introduction of a resolution on national student walkout to protest gun violence: Tim Tryjankowski (Kat Kielar). Passed.**
  - **Original motion as amended passed.**

## OPENING REMARKS – Dom Licata

## PRESENTATION - SUNY UFS / FCC SPEAKERS

- **Gwen Kay (SUNY UFS President)**
  - Shared governance works best with good working relationships, regular conversation, respect, talking early about issues, and listening to others.
- **Nina Tamrowski (FCCC President)**
  - Shared governance is part of SUNY's strategic plan. Stressed value of measurables, annual conference, leadership training, road shows, SUNY Voices, shared gov. awards.
- **Keith Landa (SUNY UFS Vice President)**
  - SUNY Purchase has a SG College Senate with input from a Professional Staff Council. Important to include all parties for important decisions.
- **Sharon Cramer (SUNY UFS Parliamentarian)**
  - Stressed importance of succession planning.
- **Q&A: none**

## RECOGNITION FOR TWO COMMITTEES THAT EPITOMIZE SHARED GOVERNANCE

Fossil Free UB (student led resolution)

Breath Free UB (members include students, faculty staff, alumni, and community)

## STUDENT LEADERSHIP

Tanja Aho (GSA President)

- Stressed wage inequities for funded UB graduate students. GSA is developing a plan for an on-campus food pantry, vote will occur soon. (Phil Glick said the Faculty Senate will gladly support this.)

Leslie Veloz (SA President)

- UB needs to be even more inclusive and welcoming so all students have a voice and participate in shared governance. Need a symbiotic partnership where everyone has a role and is accountable. Students need a seat at the table with open lines of communication.

Q&A - none

## UB SUNY SENATORS

Cemal Basaran (CSE faculty)

- AAUP idea of shared governance dates to the 60's. Two complementary overlapping concepts: all share in decision making, but not all constituents have an equal role.



Kat Kielar (UB Admissions staff)

- Need to engage all employees at all levels.

Q&A - none

## UNION LEADERSHIP AND UB ADMINISTRATION

Steve Jetar (CSEA Local 602 Vice President)

- Appreciates being welcome into decision making; e.g. Breathe Free UB.

Ezra Zubrow (UUP Buffalo Center Chapter President)

- Posed a challenge: what self-organizing goals do we want to set?
- E.g., to gain more money for UB, could have a grassroots political organization to demand adequate funding for UB (and SUNY) at the state level.

Josh Sticht (UB Police Department Assistant Chief)

- Described various examples of shared governance in action, including Breathe Free UB. Appreciates being welcome.

Charles Zukoski (Provost)

- Shared governance is protected at the SUNY level (employees, students, unions).
- Spoke of a shared understanding of UB mission and goals.
- Described the role of faculty in developing curriculum, and the hiring of faculty and administration. Concerned about the challenge of very limited budgets.

Q&A - none

## RESOLUTION IN SUPPORT OF STUDENT DEMONSTRATIONS AGAINST GUN VIOLENCE

Resolved, that the UB Faculty Senate and the Professional Staff Senate stand in solidarity with our students who will be demonstrating against gun violence and honoring the victims of Parkland High School; and

Resolved, that the Faculty Senate and the Professional Staff Senate encourage instructors to take no punitive measures against students who wish to participate in the March 14 walkout.

- **Motion to adopt resolution: Ezra Zubrow (Don Erb). Unanimous.**

## CLOSING REMARKS – Phil Glick

**Motion to Adjourn:** Kat Kielar. Passed. 4:31 p.m.

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

*Meeting audio recording available in the PSS office.*

**Office of University Shared Governance  
Faculty Senate and Professional Staff Senate**

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