

Originating Committee: Tenure, Promotion & Privileges

Date Forwarded by FSEC to Senate: 1/27/26

Date of First Reading: 2/17/26

Date of Second Reading: 3/31/2026

Action at Second Reading: Passed (Yea: 63, Nay: 1)

Whereas, Service to the University is one of the three core components of faculty responsibilities (along with teaching and research) and as Service is essential to the functioning of shared governance and the academic mission of the University; and

whereas, the University recognizes that meaningful faculty participation in governance structures - including departments, colleges, the Faculty Senate, and institutional committees - is necessary for maintaining academic integrity, protecting educational quality, and ensuring that academic decision-making is informed by those with expertise in the disciplines; and

whereas, collective bargaining units representing faculty (currently United University Professions (UUP)) are legally recognized bodies that advance and protect the professional interests, working conditions, academic freedom, and shared-governance rights of faculty, which directly contribute to the stability, effectiveness, and long-term health of the University; and

whereas, collective bargaining units also act on behalf of universities by advocating for increased financial support to universities (UUP advocacy for SUNY directly led to increased New York state funding to SUNY which in recent years has resulted in an over \$42M/year increase in UB's annual state budget); and

whereas, faculty engagement in union activities - including serving as elected officers, participating on union committees, negotiating contracts, advising members, and collaborating with University administration - requires significant time, expertise, and professional judgment, all of which constitute labor performed in service to the University and its academic mission; and

whereas, many peer institutions, including many SUNY colleges and universities as well as universities from New York, California, New Jersey, Massachusetts, Illinois, Michigan, Pennsylvania, Ohio, Florida, and other states, formally recognize faculty union service as part of internal Service responsibilities, acknowledging that such work strengthens shared governance and fosters collaborative labor-management relations; and

whereas, failure to recognize union service within the established framework of faculty Service creates inequities, disincentivizes participation in shared governance, and does not reflect the actual contributions made by faculty to the functioning of the University;

THEREFORE, BE IT RESOLVED, that the University Faculty Senate formally recognizes participation in and service to the faculty/professional labor union (currently United University Professions) including but not limited to serving in leadership roles, committee membership, participation in collective bargaining, labor-management meetings, and union governance - as constituting legitimate and valuable University Service; and

BE IT FURTHER RESOLVED, that departments, colleges, and review committees shall include documented faculty union service within the Service category for purposes of:

1. **Annual reviews,**
2. **Tenure and promotion evaluations,** and
3. **Service-based awards and recognitions;** and

BE IT FURTHER RESOLVED, that union service shall be evaluated according to the same principles applied to other forms of University Service—namely, its scope, significance, time commitment, leadership responsibilities, and contribution to the University’s mission; and

BE IT FURTHER RESOLVED, that this recognition shall not compel faculty to disclose confidential or legally protected aspects of union work, and no faculty member shall be penalized or disadvantaged for participating in, or choosing not to participate in, union activities; and

BE IT FURTHER RESOLVED, that the Faculty Senate urges the Provost’s Office, along with the Office of Faculty Affairs, and the Schools to revise relevant policies, faculty handbooks, and evaluation guidelines to reflect this resolution and to communicate the updated standards clearly to all faculty.

BE IT FINALLY RESOLVED, that the Faculty Senate requests that the Provost’s Office in conjunction with the Office of Faculty Affairs include “the Union” in the University’s Policies, Procedures, and Criteria for Faculty Personnel Actions in section III.A.I.6. in University Service section, following “the Department, School”. (Refer to page 22 of the attached Policies, Procedures, and Criteria for Faculty Personnel Actions.)