

Report to the Faculty Senate Executive Committee

Submitted on April 8, 2016

by Professor Susan B. Udin

Chair, Committee on Faculty Tenure, Promotions, and Privileges

Faculty Senate Committee on Faculty Tenure, Promotions, and Privileges

Charge: This Committee shall review, report, and recommend to the Faculty Senate matters concerning standards within the University regarding appointment, promotion and tenure of faculty, and matters concerning faculty rights and privileges.

Roster: Bisantz, Ann; Dean, Grace; Holstun, James (to Sept. 2016); Mohan, Satish; Popescu, Gabriela; Rein, Diane, Udin, Susan (Chair); Xu-Friedman, Matthew; Yin, Li; Glick, Philip (ex-officio)

Report Date: April 8, 2016

Meeting History (meeting dates, major discussions) and other activities:

March 27, 2015: We discussed data on promotions and tenure, specifically the categories of faculty status for which we would request information. The need for a mentoring survey was discussed, and suggestions for content of such a survey were proposed.

May 1, 2015: We met with VPFAC Robert Granfield. He described the outcome of his survey of department chairs on mentoring. We also were informed by Dr. Granfield that we can obtain results of tenure decisions at the UB level but he would not provide information on the final determination by the Chancellor. He said we could contact HR or UUP for such information.

September 3, 2015: We discussed our objectives for the upcoming academic year.

October 9, 2015: We met with Vice Provost for Equity and Inclusion Teri Miller, who noted that the low diversity at UB is a self-perpetuating problem, but that certain policies, such as the partner accommodation program have been successful in bringing people of color. VPEI Miller has been conducting some exit interviews, and VPFAC Granfield also has instituted an on-line exit interview form, but the response rate is unsatisfactorily low. We discussed the inconsistent application of parental leave policies at UB.

November 6, 2015: We met with VPFAC Robert Granfield. We examined the tenure data from 2014-2015 that he provide us. The pre-tenure renewal process was extensively discussed with him. He highlighted the murky status of leave policies, as well as the unsatisfactory state of mentoring in many parts of the university.

December 11, 2015: We met with Dr. Glenna Bett, chair of the Faculty Senate Committee on Equity and Diversity, and discussed areas of mutual interest for our committees. We also reviewed Susan Udin's research on the modified duties policies of public AAU universities and of the UB School of Engineering and Applied Sciences.

January, February, 2016: The committee conducted email consultations to put together a proposal to establish a university-wide Modified Duties Proposal for the Faculty Senate. On Feb. 24, Susan Udin presented this proposal to the FS Executive Committee, which offered useful suggestions for improvements to the text.

March 18, 2016: We reviewed the Mentoring Task Force Report and decided that it needed further assessment before we present it to the Faculty Senate. We also set our goals for the 2016-2017 academic year.

April 3, 2016: Susan Udin presented the first reading of the Modified Duties Proposal for the Faculty Senate.

Major Objectives:	<ol style="list-style-type: none">1. Review of Mentoring Task Force Report and suggestions for modifications.2. Preparation of proposal for modification of non-renewal policy.3. Preparation of proposal for clarification of tenure clock-stop policy4. Recruitment of new members
Emerging Objectives:	<ol style="list-style-type: none">1. Continued monitoring of PRB data2. Determination of use of exit interview data3. Monitor enactment of modified duties policies.
Potential Work Products or Milestones for Completion of Objectives	Recruitment of new members Report on Mentoring Task Force Report Presentation of non-renewal policy proposal Presentation of for tenure clock stop policy proposal
Timeline for Completion of Objectives:	Recruitment of new members by June 2016 Report on Mentoring Task Force Report by May 2016 Presentation of non-renewal policy proposal by October 2016 Presentation of for tenure clock stop policy proposal by December 2016
Specific actions requiring FSEC approval	Ongoing: approval of new members Non-renewal policy proposal Tenure clock stop proposal
FSEC Comments:	