FACULTY SENATE EXECUTIVE COMMITTEE

Minutes of September 8, 1999 - (approved)

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The Faculty Senate Executive Committee met at 2:00 PM on September 8, 1999 in Capen 567 to consider the following agenda:

1. [Approval of the Minutes of August 25, 1999](#)
2. [Report of the Chair](#)
3. [Report of the President/Provost](#)
4. [Charging the Faculty Senate Computer Services Committee](#)
5. [Access '99 Update](#)
6. [Update of Mentoring of Junior Faculty](#)
7. [Old/New business](#)

Item 1: Report of the Chair

Because of the Labor Day Holiday, there has been little Faculty Senate activity. The Chair reported that:

- he attended the Educational Programs and Policies Committee; the Committee is working on a resolution on program assessment that will be presented to the FSEC in the near future

- he received a memo being circulated to all SUNY campus governance leaders by the Chair of the Faculty Senate of Old Westbury; the memo requests that campuses consider adopting the following resolution: "We support the College at Old Westbury in their efforts to halt a compromised Presidential Search and request that you act to allow them to begin a new and legitimate search process which conforms to the Guidelines of the SUNY Board of Trustees."

  - this is a serious situation involving the process used to appoint a new President for the College at Old Westbury; there is also an issue of plans for campus land development which the faculty feel will advance private interests rather than the College's academic mission; there will likely be an attempt to

- Candace de Russey is allied with the faculty on these issues (Professor Baumer)
- a UB student is now the student trustee on the Board of Trustees and might be interesting to talk to her (Mr. Celock)

Item 2: Approval of the Minutes of August 25, 1999

The Minutes of August 25, 1999 were approved.

Item 3: Charging the Faculty Senate Computer Services Committee

The Chair introduced Professor Straubinger, former Chair of the Computer Services Committee, and Professor Peterson, its new Chair. Professor Straubinger outlined what the Committee did in 1998/1999. Because computing at UB is a broadly based enterprise, the Committee needed to represent faculty interests on other committees: the IT Steering Committee, the DARS Steering Committee, the Y2K Risk Assessment Committee, and the Distributed Service and Training Committee. Faculty input in other University computing areas is spotty. For example, the Committee had no presence in developing the Educational Technology Center. The Committee surveyed faculty as to how well the node structure is supporting teaching and research, finding that the nodes do not function uniformly, leaving faculty needs in some areas unmet. Follow up on the survey is a very important task for the 1999/2000 Committee. Monitoring possible budget cuts in computing and the loss of computing personnel who have been interested in supporting teaching will also be important. Professor Straubinger indicated a personal concern that there is a lack of central planning for computer support of research which is seen as different from support of teaching. In the medical area research is an important teaching tool. Another concern for the Committee is how well Access '99 will be carried into upper level courses.

The Chair asked for questions:

- in light of the recent difficulty in finding resources for reprogramming to implement the Faculty Senate resolution on grade replacement, is it appropriate for the Senate to consider resource implications of our resolutions or do we consider that an administrative responsibility? (Professor Fourtner)

- the Senate passed a resolution calling for the Senate to understand the financial costs of its recommendations (Professor Nickerson)

- the Grading Committee knew that the resolution would require reprogramming (without knowing exactly how many man hours would be needed), but believed the change of policy merited committing the resources; the Faculty Senate did not consider the question of resources in its deliberations on the resolution (Professor Baumer)

- will the Computer Services Committee try to play a role in setting computing priorities for the campus? students have been asking lots of questions about the implementation of the grade replacement policy (Professor Adams-Volpe)

- not always clear how computing priorities are set in various areas, so it will be difficult for the Computer Services Committee to make appropriate contacts (Professor Straubinger)

- need to become more familiar with issues and meet with the Committee before committing to an agenda, but personally am most interested in how the nodes are working and how the nodes relate to the Educational Technology Center and CIT (Professor Peterson)

- there is more funding for the nodes this year than last which may strengthen them (Senior Vice Provost Tufariello)

- it took UB 2/3 years to implement expanding the grading range to include plus and minus grades, so the Senate has had an earlier experience of administrative difficulty in finding resources to implement recommended changes; the Vice Provost for Undergraduate Education did not anticipate the difficulty of implementing this change either; the self-imposed ban on using the computing fee for personnel expenses is nearly insane; there are certainly creative accounting practices that could get around the ban (Professor Boot)

- how are we assessing the impact of Access '99 on students? need more discussion aimed at faculty about setting computing priorities; specifically, the decision to commit heavily to Windows should have been more fully addressed with faculty (Professor Schack)

- the Hardware/Software Standards Committee, which debated issues of Windows vs. Macintosh vs. everyone else, had members of the Computer Services Committee and faculty from other areas and

committees to give grass roots input; the approach adopted was to support multiple platforms (Professor Straubinger)

- will send Macintosh version of the *UB Wired* to anyone asking for it (Senior Vice Provost Tufariello)

- am using OS 2 which you are not supporting (Professor Baumer)

- given budgetary considerations can only support limited options and must support those options which students and faculty find most attractive and useful, Windows and Macintosh; Linux was too new to be considered for Access '99, but we are looking at it for the future (Senior Vice Provost Tufariello)

- put the material for both Macintosh and Windows up for access via a standard browser to increase access (Professor Baumer)

- have already done so (Senior Vice Provost Tufariello)

- what has the Computer Services Committee done to measure the impact of Access '99 on students? (Professor Schack)

- that will be a task for this year's Committee (Professor Straubinger)

- is there a Committee member on the hardware and software implementation committee which is where Dr. Martens' priorities are established ? (Professor Fourtner)

- Rick Lesniak is an ex officio member of the Computer Services Committee and certainly has access to priority setting in Dr. Marten's area (Professor Straubinger)

- faculty input is always welcomed in the various committees dealing with computing issues, but it is worrisome that the faculty view often seems novel to the other members; there are so many committees needing faculty input that it would be hard to find a faculty member who has the time to give sustained input (Professor Straubinger)

Item 4: Access '99 update

Senior Vice Provost Tufariello reminded FSEC that the University originally planned for a 2000 implementation of the Access program, but FSEC (and Faculty Senate) urged a more rapid implementation. With hard work from all segments of the University, 1999 implementation has been possible.

A week into the program, students and parents seem very positive about it. In the dorms the SWAT (Students Who Advance Technology) teams have been very busy, and the ResNet staff say dorm connectivity is working more smoothly than in other years. A CD, *UB Wired,* was sent to students during the summer and that contact was appreciated. The weekend before the start of classes about 500 freshmen attended an orientation on the use of computers and the resources available to them at UB. Negotiations with IBM and Dell has allowed UB Micro to offer a range of computers at very good prices. Supported by major contributions from hardware manufacturers, SNAP (Students Needing Assistance Program) acquired over 300 computers to distribute to students who could not afford their own. My UB, a personal portal to important UB sites (DARS, SOAR, Registration and Drop/Add), was developed to allow freshmen to interact with the University from their dorm rooms. My UB will be expanded to include cam shots of parking lots and a site modeled on Cornell's Ask Uncle Ezra where students can ask questions on any topic and get help.

On the faculty side of Access '99 Vice Provost Fischer has been developing course outlines which integrate computers for several large introductory classes. There is a grants program for individual faculty who have ideas on using technology in the classroom. The Educational Technology Center is having its grand opening September 22. The E.T.C offers classes and equipment for faculty. What is needed now is a commitment from faculty to integrate computers into their teaching when it is appropriate.

Vice Provost Fischer expanded on his project of developing courses that would utilize the computers that the freshmen were required to bring. The largest freshman classes (World Civilization, Biology 200, Psychology 101, English Composition, Chemistry 101 and Computer Science 101) were targeted, and faculty who were interested in being involved were identified. These faculty were supported in their work by teams drawn from the Libraries, the nodes, CIT and the Educational Technology Office. Efforts are now being aimed at sophomore courses. It has been a remarkable collegial experience, similar in feeling to establishing curriculum for the Undergraduate College.

The next task is assessing the effectiveness of technology in teaching and learning. At first we will use technology to deliver proven pedagogical devices, but we need to learn to teach more effectively than we have in the past.

Senior Vice Provost Tufariello pointed out that UB is gaining recognition of its efforts. Yahoo ranks UB as the 47th most wired campus, before full implementation of Access '99. The Pew Charitable Trust gave UB a grant to support course development.

There were comments from the floor:

- what are your plans to extend Access '99 to the sophomore year? (Professor Schack)

- interested in learning from this year's mistakes, in assessing the effectiveness of the program; in examining how the nodes interact with Access '99, in having an adequate number of computer ready classrooms, in having an adequate modem pool, in introducing course management software for faculty use and in generally including faculty in the planning (Senior Vice Provost Tufariello)

- will you be adding discipline specific software as students progress in their studies? (Professor Schack)

- Access '99 is concerned with students before they choose majors; thereafter they become the responsibility of departments and their nodes (Senior Vice Provost Tufariello)

- the E.T.C can provide support for faculty for any IT project; have had discussions with Physiology, Architecture, Economics, Math, Nutrition, Chemistry, Psychology, Sociology and American Pluralism about developing courses for next year (Vice Provost Fischer)

- will SWAT teams be available for freshman next year? (Mr. Celock)

- SWAT teams will be available to the general student body once the freshmen have been taken care of (Senior Vice Provost Tufariello)

- is the supply of loaner computers adequate to demand in light of the larger freshman class? (Dr. Coles)

- assumed 10% of the incoming class would need loaners and were able to acquire some extra for the increased class size; at present can supply loaners to all students whose estimated family contribution on financial aid applications is $0; may be able to extend to students whose family contribution is up to $400; UB's SNAP is the most aggressive such program in the nation (Senior Vice Provost Tufariello)

- in the 35 years I have been at UB this is one of the best executed programs I've seen; need to ensure that the computer skills of the students don't outstrip faculty computer skills (Professor Welch)

- need to do more rigorous assessment of the program beyond its popularity with students to demonstrate the superiority of technology over traditional teaching methods (Professor Swartz)

- use technology to supplement but not replace traditional teaching (Senior Vice Provost Tufariello)

- there are assessment components built into Computer Science 101 and Psychology 101 that will measure learning outcomes; faculty resistant to teaching assessment (Vice Provost Fischer)

Item 5: Report of the President

The President reported on a number of items:

- regarding last week's FSEC resolution on the implementation of the grade replacement policy: Senior Vice President Wagner has looked at the matter and believes that the development of grade replacement software was appropriately prioritized by the IT Steering Committee with Y2K and Access '99 having higher priority; if a small number of students, say 500, are affected, we could temporarily use a low tech patch and recompute averages by hand

  - in Psychology too many students repeat courses to compute by hand; the consequences of changing an average can be substantial (Professor Meacham)

  - for the official record enter the grade earned when the course was retaken; recompute averages only for those students who have a problem, not for all students who retook courses; software fix to recompute all averages should be in place by end of the academic year (President Greiner)

  - there are currently 5 student athletes whose eligibility to play is in question; Vice Provost Goodman will provide a letter stating that these students are in good academic standing thus solving the problem; students need to be aware that courses being repeated do not count towards full time status (Professor Malone)

- regarding the Sexual Harassment Policy: more a procedures manual than a policy; final draft is in the President's Office; have asked the Provost, the Senior Vice President and SUNY Counsel to give a quick look at it; hope to have the Policy in the hands of the Faculty Senate within the next two weeks; Senate should play role in making faculty aware of the Policy

- regarding the budget: this was a watershed year in the way the budget gets done in New York; traditional game is that the Division of the Budget low balls the budget and the Legislature adds funding, especially for higher education; this year the Legislature took care of TAP but handed SUNY funding to the Governor; expect he will fund negotiated raises but still not clear how he will do so; SUNY must develop different strategies for seeking funding and it is critical to get the Governor's support for higher education; the Budget Allocation Process (BAP, formerly RAM) creates another budget problem in that some SUNY institutions, including UB, have generated claims for some $20 M in additional funding based on BAP incentive and mission elements which reward increased numbers of students and increased sponsored research, but there is no additional money in the budget to meet those claims; believe SUNY will use internal system money to meet these additional obligations rather than cut some institutions' budgets; is politically unacceptable to impose an effective budget cut while the state has a surplus of $3 B

- regarding enrollment: as of September 6 total Fall registration was 24,115 heads; 16,241 were undergraduates which substantially exceeded this year's targets and last year's figures; transfers were about 1,600, 100 short of target, but transfer applications were low throughout SUNY; returning student figures were up suggesting that retention efforts are having an effect; academic profiles were also up; there were 7,874 graduate students with returning student figures being down; inadequate stipends may account for this softness in graduate enrollment; may be able to convince the Legislature to target stipends for special funding; may have to internally choose to fund graduate students in some areas and not in others; professional schools saw strong student applications, but the College of Arts and Sciences saw a decline in graduate applications; the New York City Recruitment Office is now fully staffed and planning strategies

- regarding student housing: Hadley is doing well; ground has been broken for East Lake Village and will plant 184 new trees to replace the mostly scrub trees that have been cut down; the flower beds put in by Maintenance are very attractive

  - would be helpful to paint pedestrian cross-walks for Hadley since traffic is much heavier now on that side of campus (Professor Fourtner)
  - consider quick fix programming to get grade replacement working and do a more thorough job later; what was enrollment for the 1997/1998 period? (Professor Sridhar)
  - close to 23,500; have physical capacity for 28,000

- need to publicize that the grade replacement policy can be individually implemented if a student has specific problems (Dr. Coles)

- believe that 400/500 students will need individual computation of their GPA (Professor Baumer)

- can handle those numbers with a person and a calculator (President Greiner)

- you mentioned building high rise housing in the future; what is the rationale for doing so? (Professor Adams-Volpe)

- thinking about ground floor for commercial space and 5 floors of apartments; would create an urban village as an alternative to the more spread out housing of Hadley and East Lake Village; aiming for 10,000 beds on the North Campus; renovation of the South Campus is several years off when the dormitory bonds have been paid off and we can generate a cash flow

- what is the status of the search for a SUNY Chancellor? (Professor Malone)

- there is a search committee and a larger advisory committee; first organizational meeting is in New York City on September 9; using search firm to generate candidates (President Greiner)

- what is the status of our provostal search? (Professor Woodson)

- search consultant is in preliminary stage of her work; expect the search to be long and tedious because there are lots of vacancies at that level and a smaller pool of qualified people; Professor Nickerson and Dr. Coles are on the search committee; many applicants have significant others whose job needs also must be considered, and that can be difficult in the Buffalo economy (President Greiner)

Item 6: Update on Mentoring of Junior Faculty

Vice Provost Fischer reported on the implementation of the Faculty Senate resolution on junior faculty mentoring. Vice Provost Fischer drafted proposed procedures which were reviewed by several bodies, including FSEC; these procedures were then crystallized into instructions for the Deans. Eight schools and the College of Arts and Sciences have reported on their plans for implementing the procedures. The remaining four schools have been sent follow up letters. The schools seem to have implemented these procedures in good faith.

The Vice Provost invited questions:

- School of Management has a mentoring document that outlines what amount and kind of publications have in the past tended to fulfill tenure requirements; dangerous and misleading to give junior faculty "if/then" advice since the grant of tenure is not in the hands of the faculty; know of a case in which the candidate received positive votes from the unit through PRB, but because the Provost's Office has not acted in a timely fashion the candidate is in limbo and has received a letter saying he will not be reappointed (Professor Boot)
- a document clarifying expectations of scholarship in the junior faculty member's discipline is a useful component in the mentoring process; it will, of course, not prevent all problems (Vice Provost Fischer)
- know of half a dozen instances in which delay in paperwork caused a candidate to get a termination letter; working on this problem would improve the quality of life for junior faculty (Professor Schack)
- promotion process really a separate issue from the mentoring process; take up the issue of promotion with Senior Vice Provost Levy (Vice Provost Fischer)
- the mentoring document should not be considered legally binding on the department; it is a service to junior faculty, not a contract (Professor Sridhar)
- would need to see the plans from the various schools to judge how well the mentoring process will be implemented; suggest that the documents be put up on the Web as part of the faculty handbook (Professor Adams-Volpe)
- will put up on my Office web site the letter the Provost sent to the Deans which outlines the requirements for individual schools' mentoring processes (Vice Provost Fischer)
- mentoring should focus on what it takes to have a good academic career rather than on promotion criteria (Professor Schack)
- will you put up the responses of the Deans to the Provost's letter? (Professor Swartz)
- will talk with the Provost; don't want to create so much paperwork that the process becomes coercive (Vice Provost Fischer)

Item 7: Old/new business

Professor Fourtner raised a concern that the report of the Faculty Senate Tenure and Privileges Committee did not mention the role of the advocate in a promotion case. He said he is aware that appointing an advocate may be seen as a negative; to the contrary, an

advocate can play a positive role in any case. He suggested that the Committee be asked to comment on the role of the advocate.

Professor Schack, speaking as a member of the Tenure and Privileges Committee, responded that some years ago the Senate passed a resolution strongly urging that advocates be viewed positively and be appointed as a routine matter. The report presented at the September 7 Faculty Senate meeting did not address the role of the advocate because it focused on what happens in the candidate's department before a case goes forward. An advocate is generally not appointed until a case is ready to leave the department.

- the role of an advocate is viewed differently in different departments and schools; the candidate's Chair should be a strong advocate (Professor Sridhar)
- does the Chair have to agree to a candidate's choice of an advocate? (Professor Tamburlin)
- selecting the advocate is done solely by the candidate; the only stipulation is that the advocate must be knowledgeable in the discipline (Professor Schack)

Professor Schack raised a question about implementation of a*Bylaws* provision making the previous Chair of the Faculty Senate an ex officio member of the Senate. The Chair interprets this provision as conferring ex officio membership on Professor Welch; Professor Schack believes that since the present Chair succeeded himself, there is no past Chair within the meaning of the *Bylaws.* Professor Schack believes FSEC should not set this precedent lightly and asked that the question be referred to the Bylaws Committee.

The Chair declined to refer the question to the Bylaws Committee, standing by his interpretation of the provision. Professor Schack made a motion to overrule the Chair on this matter. The motion failed for lack of a second.

The meeting adjourned at 4:25 PM.

Respectfully submitted,

Marilyn M. Kramer

Secretary of Faculty Senate

Present:

Chair: Peter Nickerson

Secretary: Marilyn Kramer

Parliamentarian: Dennis Malone

Ex Officio: Claude Welch

Arts & Sciences: William Baumer, Charles Fourtner, Samuel Schack

Engineering & Applied Sciences: Ramalingam Sridhar

Graduate School of Education: Thomas Schroeder

Health Related Professions: Judith Tamburlin

Information & Library Studies: George D'Elia

Law: Louis Swartz

Management: John Boot

Medicine & Biomedical Sciences: Boris Albini

SUNY Senators: Judith Adams-Volpe, John Boot, Henry Durand

University Libraries: Dorothy Woodson

University Officers: William Greiner, President

Guests:

Robert Straubinger, ex Chair, Computer Services Committee

Lorna Peterson, Chair, Computer Services Committee

Jack Meacham, Chair, Educational Policy and Planning Committee

Mara McGinnis, *Reporter*

John Celock, *The Spectrum*

William Coles, Chair, Professional Staff Senate

Joseph Tufariello, Senior Vice Provost for Educational Technology

William Fischer, Vice Provost for Faculty Development

Excused:

Medicine & Biomedical Sciences: Cedric Smith

Pharmacy: Nathan

SUNY Senators: John Fisher

Absent:

Architecture: Shahin Vassigh

Arts & Sciences: Mitchell Harwitz, Charles Smith, Henry Sussman

Dental Medicine: Robert Baier

Nursing: Jacqueline Thompson