



**FACULTY SENATE EXECUTIVE COMMITTEE**  
**February 24, 2016**

<p><b>CHAIR:</b> Philip Glick</p> <p><b>SECRETARY:</b> Cynthia Tysick</p> <p><b>ARCHITECTURE &amp; PLANNING:</b> Ernest Sternberg</p> <p><b>ARTS &amp; SCIENCES:</b> Alex Anas Michael Cowen Stephen Dyson Jean-Jacques Thomas (excused) Paul Zarembka (excused)</p> <p><b>DENTAL MEDICINE:</b> Michael Hatton</p> <p><b>ENGINEERING &amp; APPLIED SCIENCES:</b> To be assigned</p> <p><b>GRADUATE SCHOOL OF EDUCATION:</b> Lilliam Malave</p> <p><b>PUBLIC HEALTH &amp; HEALTH PROFESSIONS:</b> Jim Lenker</p> <p><b>LAW:</b> Matt Steilen</p> <p><b>MANAGEMENT:</b> Larry Sanders</p>	<p><b>MEDICINE &amp; BIOMEDICAL SCIENCES:</b> Michael Chaskes Peter Elkin Richard Gronostajski Gabriela Popescu (excused) Charles Wiles</p> <p><b>NURSING:</b> Grace Dean</p> <p><b>PHARMACY:</b> Fred Doloresco</p> <p><b>SOCIAL WORK:</b> Robert Keefe</p> <p><b>UNIVERSITY LIBRARIES:</b> Glendora Johnson-Cooper (excused)</p> <p><b>SUNY SENATORS:</b> Cemal Basaran Ezra Zubrow Phil Glick Heather Montague</p> <p><b>PARLIAMENTARIAN:</b> James Hassett</p> <p><b>GUESTS:</b> Charles (Chip) Zukoski, Provost Dominic Licata, Chair of Professional Staff Senate Sharon Nolan-Weiss, Diversity &amp; Inclusion Laura Hubbard, Vice President for Finance &amp; Administration, Office of the VP for Finance and Administration Susan Udin-Professor of Physiology</p>
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1. Minutes of 2/3 & 2/10 approved.
2. Chair's Report
  - Moment of silence for student Solomon Jackson.
  - FS & Shared governance special meeting @3:15 with Peter Neffer (SUNY Senate Chair) and a teleconference call by Chancellor Zimpher.
  - Governor's budget page 479 state retirees health insurance reform proposed. Governor proposes October 1<sup>st</sup> pull back health care coverage. UUP doesn't cover retirees contractually.
  - Buffalo News ran a story about UB Foundation and transparency. They are as transparent as New York State requires. Dominic Licata (Chair-PSS) and he recommended to the President that a senior faculty member, staff member, and student sit on the Foundation Board. There was a 2013 resolution regarding the foundation but review of the documents show that it simply asked the President to provide transparency.
3. Provost
  - UB was awarded a grant to create a Center for Excellence in Alzheimers Research.
  - NIH awarded UB \$2.4 million to study how self-regulation might help patients with pre-diabetes.
  - Tom Ulbrich, Tom Ulbrich, Assistant Dean and Center for Entrepreneurial Leadership Executive Director has been named Director of Blackstone Launchpad at UB, "an experiential entrepreneurship program for students designed to help them develop entrepreneurial skills and mindsets." - See more at: <http://www.buffalo.edu/news/news-releases.host.html/content/shared/mgt/news/ulbrich-named-executive-director-of-ub-blackstone-launchpad.detail.html#sthash.fDeN5C5h.dpuf>
  - SUNY Excels awarded UB \$207,000 to expand and enhance our EOP program.
  - Questions
    - What about the move of health professions to south after the medical school?
      1. There are no capital funds in place at this time. Estimate is 10-15 years out.
      2. Current plans are to move Social Work after the Medical School leaves in 2017 followed by the Graduate School of Education (TBD).
4. Laura Hubbard presented on the new Medical School downtown.
  - Questions
    - What is your biggest challenge?
      1. Assuring that people on the campus interact with the community in meaningful and positive ways. That they don't just come in and stay on the campus.

5. Annual Faculty Survey proposed by Michael Hatton
  - FSEC agreed it was a good idea; however, the frequency was a concern along with survey length. The Faculty Engagement Committee was charged to create a preliminary survey that would be piloted by FSEC.
6. Resolution, *“Modified Teaching Duties for Extraordinary Life-Changing Events”* by Dr. Udin, Faculty Tenure, Promotions, and Privileges Committee
  - Issues of clinical faculty and library faculty were also discussed and the committee will go back and rework the resolution to address those concerns.
7. Reapportionment Report by Cindi Tysick **accepted**
8. Report from Academic Freedom and Responsibility Committee tabled until 3/2/16
9. Resolution on *“Diversity, Inclusion, Academic Freedom, and Freedom of Speech”* by Dr. Christian tabled until 3/2/16

Executive session at 4:30p

Meeting adjourned at 4:35pm

Submitted by

Cynthia Tysick, Secretary to the Faculty Senate 3/1/2016

Unit	Faculty Count	Current number	New Senator Allocation	Current FSEC	New FSEC
CAS	512	20	31	5	5
GSE	77	5	5	1	1
LAW	56	3	3	1	1
Arch & Planning	44	2	3	1	1
Dental Med	70	4	4	1	1
SEAS	181	8	11	1	2
Mgmt	83	3	5	1	1
Med & Biomed	438	24	25	5	4
Nursing	39	2	2	1	1
Pharm	42	2	3	1	1
Pub Health & Health Prof	71	3	4	1	1
SW	30	2	2	1	1
Univ Libs	44	3	3	1	1
	<b>1687</b>	<b>81</b>	<b>101</b>	<b>21</b>	<b>21</b>

Reapportionment 2015 to take effect 2016

Standing Committee on Faculty Tenure, Promotions, and Privileges

Proposal for UB policy for Modified Faculty Teaching Duties for Extraordinary Life-Changing Events

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Whereas, UB is committed to providing a family-friendly atmosphere for its faculty;

Whereas, UB has no unified policy for modification of teaching duties to accommodate the needs of new parents (Some units of UB, such as the School of Engineering and Applied Sciences, have a clearly articulated policy that relieves tenure-track faculty of all teaching for a semester either preceding or following the birth or adoption of a child. In contrast, other units of our university have no explicit policy);

Whereas, UB has no unified policy for modification of teaching duties to accommodate other life events that place extraordinary demands, such as a dying family member;

Whereas, A growing number of universities, including public AAU institutions such as Boston University, the University of Kansas, the University of California at Berkeley, the University of California at Davis, the University of California at San Diego, the University of Illinois at Urbana-Champaign, the University of Maryland, and the University of Michigan have uniform family-friendly policies that meet the needs of new parents on their faculties (These universities have instituted policies that grant at least one semester of no teaching for new parents. We propose that UB, In keeping with UB's status as an AAU university, do likewise);

Whereas, The proposed policy is beneficial not only for our individual faculty members but also for UB's success at recruiting and retaining high quality faculty (Without such a policy, our university is not well positioned to compete with other peer universities that offer more humane policies);

Whereas, Teaching duties are inflexible in their scheduling, a modified teaching duties policy is intended to relieve faculty members from unnecessary hardship during a period of unpredictable demands; and

Whereas, Faculty will have modified teaching duties, they will still continue to contribute full time and to fulfill their appointments;

*Resolved*, That UB institute a policy whereby all new parents will be granted requests to be relieved of teaching for one semester either preceding or following the birth or

adoption of a child;

2. That if both parents are in the same department, the course relief for the two parents should not be in the same semester, but should be within the same year;

3. That if a parent prefers, the accommodation can be spread over two semesters, with partial course relief in both;

4. That for or other life-changing events, the same general policies will apply;

5. That there will be no requirement to make up the untaught classes at a later time; and

6. That the above policy complements the State benefit information about Leaves due to Pregnancy, Childbirth and Childcare, which is at the following URL:

<http://www.buffalo.edu/administrative-services/for-faculty-staff/time-attendance/leave.html>.

Proposal submitted 2/8/16 by Susan Udin

Edited 2/10/16 by Richard Gronostajski