



**Faculty Senate Executive Committee Meeting Minutes
February 2, 2022.
Zoom Hall**

Attendance:

Proceedings of the meeting are uploaded onto UB Box.

The Chair, Fred Stoss called the Meeting to order at 3.00pm, wished everyone a Happy New Year and welcomed everyone to the first meeting of 2022.

Agenda: Agenda for the day was approved unanimously.

Secretary's report: The minutes of the previous meeting was approved unanimously with corrections.

The Chair made a comment here that the FS is looking for nominations to serve as Secretary of the Faculty Senate. The current secretary's term ends in June. He requested everyone to go back to your respective units and inquire and if they find a willing candidate to please contact the FS Chair or the Secretary.

President's report: Not present since he was at the Winter College, Florida.

Provost's report: Provost Weber welcomed and wished the Faculty a successful semester ahead. He began with the decanal transitions-

Decanal transitions:

Professor Stefan Ruhl has been appointed as the interim Dean of the school of Dental Medicine. Professor Ruhl succeeds Dean Joseph Zambon who retired at the end of the fall term. Professor Ruhl is an internationally renowned expert on oral bacteria and oral microbiome and a fellow of the American Association for the advancement of science. He thanked Prof Ruhl for his leadership during the transition period. UB will launch an international search for the next Dean of the school Dental Medicine and expect to have a new Dean in place by January of 2023.

Patrick F. McDevitt, associate professor of history, College of Arts and Sciences, is the new academic director of the University Honors College. A UB faculty member since 2001, McDevitt is a historian of Ireland, Great Britain and the British Empire with research interests in gender and sexuality,

imperialism and colonialism, food and famine, sports, and fashion. McDevitt was an Honors Faculty Fellow from 2015-17 and currently serves as program adviser for the Fulbright awards, working with UB students competing for the prestigious grants to research, study or teach English around the world.

Searches for the next Deans for the School of Management and School of Nursing are both underway. Kemper Lewis, Dean of the School of Engineering and Applied Sciences is chairing the search committee for Dean, School of Management, and Dean Jean Wactawski-Wende, School of Public Health and Health Professions is chairing the search committee for Dean, School of Nursing. Both searches are supported by Russell Reynolds Associates, a leading executive search and leadership advisory firm that has done extensive work with UB for recruiting other senior leaders. The Provost said that he would continue to update the FS as the search progresses, and the information on the searches were also available on the UB leadership searches website.

Spring 2022 UB launched the office of faculty recognition, directed by Dr. Maria Almanza. In support of UB's goal to increase the number of prestigious national and international awards received by faculty, the director is responsible for working with faculty, staff and academic leaders to identify, support and manage faculty award nominations. Maria is a national leader in the field of faculty recognition and comes to UB with several years of success in increasing faculty awards and recognition at North Carolina State University.

COVID19: As of last semester, a UB student COVID19 vaccine mandate has been in place. All students who are eligible are now required to receive the vaccine booster and submit documentation to UB. Before arriving back in campus, all students are to be tested within 72 hours. UB continues to encourage everyone to be vaccinated and boosted if they have not already done so. In addition to vaccines, health and safety measures, and protocols, continue to be in place to help prevent the spread of the virus, including indoor masking and surveillance testing for the boosted and unvaccinated employees and students. UB continues to be vigilant in this regard.

Solidarity against hateful rhetoric: The Provost condemned the act of posting racist, anti-Semitic and white nationalist flyers that occurred in several buildings on the North campus. Scott mentioned that the leadership is very aware of the posters and appalled by this type of activity that is taking place on college campuses across the university and across the country. He stated that the flyers were not sanctioned by any recognized group at the university.

He strongly denounced this very hateful rhetoric. Diversity, inclusion and mutual respect are important pillars of UB's core values. He made clear that UB opposes bigotry, hatred and discrimination of any form. The campus responses are complicated because the first amendment limits UB from making determinations about what can and cannot stay up. However, based on content, UB is working on other policies for the bulletin boards etc. Provost Weber once again reiterated that as the new semester begins to stand in solidarity against Racism and Anti-Semitic, and white nationalism. A number of UB's academic units are producing counter flyers to the offensive material. UB is also taking action where it can and trying to develop policies to be able to take even further action.

One world Café: The long awaited 'One world Café' has opened. Students are enjoying it. The Provost invited the Faculty to follow suit. Scott mentioned that when he sat down with students to talk to them about their experiences, they were very grateful since OWC is a great space for them to congregate.

Q & A session –

Kristin Stapleton brought to the attention of the Provost the limited availability of masks and their cost through the vending machine being \$7. The Provost quickly responded that masks were available to students in the Students Union. Phil Glick interjected that the Union was very much in favor of masks and vaccinations and were distributing N95s to its members. The Union is also planning on incentivizing the wearing of masks and are ready to sit down and carve out a faculty and professional staff mandate for vaccination and booster, if all of its members rights were preserved as per employee relations.

Fred Stoss reminded the Provost and the FS that the previous semester campus governance sent a strongly worded piece to President Tripathi condemning the racist materials that appeared just before thanksgiving and invited the Provost to use it if necessary. Provost Weber responded that the university is equally against such acts and have issued a statement specific to this issue, already on UB websites as well.

Chair's report: The report has been uploaded on UB Box. Going forward, it will be uploaded in advance of the forthcoming meeting, so that it can be read by the Senators and can be discussed during the meeting should any questions arise.

Items of interest:

Office of the Associate Vice President for Human Resources (HR):

Mark Coldren, the Associate Vice President was on hand to address the concerns of the faculty.

Telecommuting and remote work policy, and COVID19. He spoke about the remote work policy across the SUNY system that is in place since last fall and extends to June 2022. The policy focusses mainly on staff positions based on the type of work that people do as a faculty member or as a staff member, here at the university. However, the faculty can also utilize the process. As the policy went into effect, a series of town halls were held to help everyone understand the policy and the process. To give an insight into the current status of the policy, Mark presented numbers: 789 remote work arrangements are registered and have been approved, 169 are going through the approval process and 34 were denied and have proceeded for an appeal process. Remote work capability is being considered a real important element of productivity and an important aspect of the job market today when scouting for different talent to come to the institution. Approximately 24-25% of staff positions currently have some element of the remote work policy. The policy is valid for up to 50% of the professional obligation in a two-week pay period. To make the remote work policy effective there is a need for increased transparency, appropriate technological changes, and equitable practices. The application needs supervisory approval all the way to a vice presidential approval. He encouraged people to apply again if they really felt that their position is a good candidate for the remote work policy. He felt the policy should be more about increased engagement, and effectiveness.

COVID19 testing: Fred Stoss enquired as to what would happen if a faculty member tested positive during the Semester and what provisions are available to them for their classroom presence. Mark Coldren replied that there is surveillance and weekly testing available for those who have not uploaded their vaccination and booster information. On testing positive, based on the symptoms, faculty and staff are asked to notify their leadership and give HR a call since situations can be different and the quarantine period is all very fluid. If positive, the Department of Health would contact the individual and talk to them. Their quarantine period from the beginning of symptoms are five days and they can get out of quarantine both vaccinated or unvaccinated if they do not have symptoms. By reaching out to their direct supervisor and their leadership, arrangements would be made to make sure that the faculty obligations are covered or assisted or if something could be

done without being present on campus. UB has been transparent sharing information regarding positive results in departments, asking everyone in the department to monitor how one feels. The great news is that the cases have been on a downward trend in the last two weeks. If someone had fallen sick due to COVID19, sick leave would be returned to them if they reached out to HR with the appropriate paper work. Regarding international volunteers working on various research grants and their access to email accounts, Mark Coldren replied that at any given time, there are innumerable people who have access to all of UBs systems and they are not employees. Therefore, systems access has to be looked at from the risk element and research support. They are looking at the different options that are available.

Remote work flexibility for faculty: In response to Maureen Jameson's question regarding the remote work flexibility for faculty, the Provost responded that flexibility has to be exercised with thoughtfulness and appropriateness, to the pedagogy and the needs of the classes. However if one has a situation where one misses a class for a day or so, it would not be a problem since the faculty have always had the flexibility to exercise that right. Students reveal that they miss contact with the faculty and it's not necessarily contact in the classroom its contact outside the classroom, which is equally important. Due to the pandemic and safety concerns, the faculty are not as available as they have been historically, and that is part of the challenge that needs to be worked out.

Day care availability: Phil Glick presented the issue of day care and its effect on retention. Mark Coldren responded that with the changing demographics and the time it takes for studying and finding solutions to work/life issues affecting not only retention but also recruitment, this will have to be figured out.

Office of the Vice Provost for Faculty Affairs: Bob Granfield, the Vice Provost introduced Maria Almanza, Director for faculty recognition. Her office will focus on increasing UBs efforts at recognizing the contributions of research and teaching service of its outstanding faculty. Maria comes North Carolina State University, where she served as the inaugural director of external faculty awards and recognition. Maria was a postdoctoral fellow at Georgia institute for technology. She is a graduate of UB receiving her masters and PhD from the Department of English. Maria will serve as the liaison for the office of faculty affairs to all academic units across UB and will

assist with the coordination of faculty nominations for external honorific award.

Maria spoke about the strategies and goals that were being planned by her office. Her office will identify opportunities to better recognize UB faculty for their teaching, research and service. It will support faculty at all stages of their career and then supporting nominations and applications, so that faculty are as competitive as possible when they apply for awards. The effort will really take multiple forms that could look like assisting faculty one on one hand through the awards process and serving as a liaison to external awarding bodies on the other.

By laws committee report: Kristin Stapleton presented a report on the Jan 24th meeting of the FS Bylaws committee. Committee members, John Beatty, Barbara Prinari, Jessy Alexander and Kristin Stapleton attended the meeting. Kristin volunteered and was unanimously elected as Chair. Priorities identified by the committee include: (a) Examining whether the bylaws, charter, and standing orders are being followed or need to be changed to reflect current practices. (b) How to revive committee work and ensure that committees report regularly and propose resolutions on important matters for the FSEC and FS to consider. (c) How to ensure continuity and sharing of responsibilities within the FS leadership. (d) Whether to amend the bylaws to require periodic self-study and learning from best practices at other public research universities. The committee believes that ensuring an effective senate will increase faculty engagement and allow it to offer valuable advice and feedback to campus leaders. The committee will next meet on February 14. It welcomes suggestions and comments to help guide its work.

Fred mentioned that there would be a SUNY Plenary report next week and a report on the COACHE survey.

Unfinished business:

Barbara Prinari reminded Fred of a resolution regarding PhD allocations that was passed by the FS in April/May of 2021 and sent to the President. There was a promise that there would be a discussion as to the status of that resolution, which has not occurred. Fred responded that it would be done at the next meeting, if possible.

New business:



Adjourned: Meeting adjourned at 4:00pm.

Submitted by Jessy Alexander, Secretary of the Faculty Senate, February, 2022.



Executive Committee Meeting
Wednesday, February 2, 2022
3:00 - 4:30 p.m.

CHAIR:
Fred Stoss - ✓

SECRETARY:
Jessy Alexander - ✓

PARLIAMENTARIAN:
Nicholas Chibuikem Ogam - ✓

ARCHITECTURE & PLANNING:
Hiro Hata - ✓

COLLEGE OF ARTS & SCIENCES:
Michael Cowen - ✓
Maureen Jameson - ✓
Barbara Prinari - ✓
Kristin Stapleton - ✓

DENTAL MEDICINE:
Othman Shibly - ✓

EDUCATIONAL OPPORTUNITY CENTER:
Michael Baugh - ✓

ENGINEERING & APPLIED SCIENCES:
Paschalis Alexandridis - ✓

Marina Tsianou - ✓

GRADUATE SCHOOL OF EDUCATION:

Tiffany Karalis-Noel - ✓

LAW:

Matthew Steilen - ✓

MANAGEMENT:

Michael Dambra - ✓

MEDICINE & BIOMEDICAL SCIENCES:

Anna Blumental-Perry - ✓

Channa Kolb -

E. Brooke Lerner - ✓

Michael Morales -

NURSING:

Jennifer Livingston - ✓

PHARMACY:

Marilyn Morris - ✓

PUBLIC HEALTH AND HEALTH PROFESSIONS:

Albert Vexler - ✓

SOCIAL WORK:

Annahita Ball - ✓

UNIVERSITY LIBRARIES:

John Beatty - ✓

SUNY SENATORS:

Cemal Basaran - ✓

Amit Kandel - ✓

Patrick Long -

R.J. Multari - ✓

Ken Seldeen (alternate) -

PRESIDENT OF THE UNIVERSITY AT BUFFALO:

Satish Tripathi -

PROVOST OF THE UNIVERSITY AT BUFFALO:

A. Scott Weber - ✓

PROFESSIONAL STAFF SENATE:

Tim Tryjankowski -

COUNCIL OF ADVOCACY AND LEADERSHIP (COAL):

Brianna Bennett - ✓

INVITED GUESTS:

Mark Coldren - ✓

UNIVERSITY LEADERSHIP:

Robert Granfield - ✓

Graham Hammill -

William McDonnell - ✓

Eileen Sherman - ✓

OTHERS IN ATTENDANCE:

Jessica Naish - ✓



FACULTY SENATE

Bob Miletich -
Phil Glick - ✓
Maria Almanza - ✓