



Faculty Senate Meeting Minutes
September 17, 2024
Center for Tomorrow

Attendance: see [FS Attendance 9 17 24](#)

Call to Order:

Meeting was called to order by Chair at 3:03p

Agenda: Faculty Senate 9_17_24 Agenda [Faculty Senate 9 17 24 Agenda](#) accepted.

Action Items:

- [Amendments to Criteria for Appointment, Promotion, and Tenure](#) accepted 64yay 0abstain
- [FS May 14, 2024 Minutes](#) approved
- Chair's report
- Additional 14-day review period for [Assembly Policy; Camping on Campus Policy; Posting Policy](#)

Other Items:

PRESIDENT TRIPATHI'S REPORT

- Focused on ensuring that UB students continue to learn and thrive in a healthy and safe environment free from interruptions or disruptions.

I. Policy Updates

- August 22nd communication to the university about draft time, place, and matter policies. UB has worked to clarify these draft policies with guidance from the SUNY Office of General Counsel.
- These three draft policies address assembling, camping on the campus, and posting.
- To maintain a safe and healthy campus environment, the camping on campus policy prohibits the establishment or attempt to establish or maintain a temporary or permanent camping site on university property.
- UB's posting policy ensures that recognized student organizations, university programs, departments, and units that want to share information are able to do so. This policy clarifies that advertised information should be posted on general use department, office or organization bulletin boards.
- Policies are content neutral as stipulated by the First Amendment. Last week, the University's Policy Review Group (PRG) met. The PRG included representatives across the University, including the Chair of the Faculty Senate, the Chair of the Professional Staff Senate and elected student leaders. Also in the meeting were the members of the Faculty Senate's Academic Freedom and Responsibility Committee.
- Following the standard procedure, these draft policies undergoing the 30 -day university-wide review and comment period.

A. Mutual Aid Policy

- Discussed Mutual Aid related to the Mutual Aid Policy. The working group met 9/16/24. Mutual Aid is the practice used when multiple law enforcement agencies support each other during large -scale or complex incidents.
- Mutual Aid allows agencies to leverage specialized resources, provide a flexible response to emergencies and enhance the safety of the University's communities. Mutual Aid has long been UB's practice, the University is now codifying the practice into policy.
- Mutual Aid Policy review working group includes representatives across the University including the Chair of the Faculty Senate, the Chair of the Professional Staff Senate and elected student leaders.
- The President charged the group to review the draft Mutual Aid Policy to ensure that the draft policy clearly communicates the need for mutual aid and its impact on the campus community and the surrounding communities and provide recommendations that best serve the need of the entire university. The President is asking the working group to provide guidance and recommendations based on these objectives by November 15th.
- Once the working group has provided these recommendations, the draft policy will go to the UB PRG which is standard practice. The draft policy will then be forwarded to the University community for a 30 -day review and comment period. The intention is to have the mutual aid policy in place for the spring 2025 semester.

II. **Building Updates**

- Work includes renovations to classrooms and labs on the North and South campuses, a new student club space in the School of Law, a new entrance to Silverman Library, which will be on the second floor, major renovation to the Student Union with more improvement coming, and an ongoing expansion and redesign of the Fargo Quad in the Ellicott Complex.
- The Brittany Murchie Mulla Sports Performance Center has been completed. The grand opening will occur on October 17. And earlier today, administration celebrated the groundbreaking of Russell L. Agrusa Hall, the new building for the School of Engineering and Applied Sciences.

III. **Faculty Updates**

- School of Pharmacy and Pharmaceutical Sciences recently received one of the largest NIH awards in the school's history to develop a therapy for antibiotic -resistant infections.
- The Jacobs School of Medicine and Environmental Sciences has been awarded a highly competitive NIH grant to train early career faculty members to address health inequities. in Western New York. With an NSF grant, faculty in the Graduate School of Education are helping prepare teachers to meet the needs of multilingual learners who are studying STEM related subjects.
- Department of Philosophy and Political Science, faculty have received a grant from the John Templeton Foundation to demonstrate how diversity, disagreement and dynamism will open societies.
- This semester UB welcomed about 160 plus new faculty about 113 of those are tenure or tenure track.

IV. **Enrollment Updates**

- Enrollment about 30 ,500 students on the campus and the final numbers will not be available till next month.

- Search for new Dean of College of Arts and Sciences. The search is underway. The School of Law Dean Todd Brown serving as the Chair of the hiring committee. Anticipates having a new Dean by Spring 2025.

DR. TOM MELENDY AMENDMENTS TO CRITERIA FOR APPOINTMENTS, PROMOTION AND TENURE 2ND READING: [RESOLUTION BACKGROUND]

- September 2022, Vice Provost Granfield came to the Faculty Senate and based on the results from the President's Advisory Committee on Race Implementation (PACOR) asked the Faculty Senate to propose changes to the criteria for appointment, promotions, and tenure.
- The Senate Executive Committee charged the Tenure, Promotion and Privileges Committee to make some proposed changes to appointment and promotion guidelines to enhance DEI, diversity equity inclusion, for both promotion and tenure faculty, but also to encourage faculty participation in diversity, equity, inclusion, as well as community engagement and outreach.

I. Major Changes

- *New introductory paragraph and preamble.* Reflects a major ongoing change in the action of responsible universities to foster discourse, world views, and go to humanity.
- *Chair's Letter.* There are several small changes that are now recommended. Those include areas of service. Chairs are supposed to bring up issues of service of civic and community engagement, particularly those that are involved with the candidate's academic expertise.
 - The Chair can exercise the right to discuss what were extraordinary contributions. One of the things that was noted by the Committee is sometimes active members of underrepresented groups or women are called upon to carry a greater load because their contributions to committees is considered very important. Therefore, the Chairs should be exercising this and they also may exercise the right to discuss the candidates' contributions on diversity, equity, inclusion.
- *Research and Creative Activity.* Additional section which talks about when the candidate's research and creative activity has a role in issues in community outreach activities and when those community outreach activities are involved with their academic enterprise, these should be listed within the statement of research and creative activity.
- *Candidate's Statement of Service.* You start out at the very beginning talking about the contributions within the areas of scholarship and the expertise should be pointed out.
- Change in the community service and that's now called *Civic Community Engagement*, and it specifies how that should be referenced.
- Additional section to the criteria for appointment, promotion and that is candidates have an option to do a whole *separate statement section on contributions to diversity equity and inclusion.*
- *Teaching.* Spent a great deal of time on the teaching issue, including reading literature, not only on issues of bias and student evaluation of teaching, but also what are the best quantitative metrics for teaching effectiveness. Emphasized that faculty are encouraged to provide a range of materials, and this is going to vary depending on the type of teaching that is done
 - The other major change that was done here is there was an elimination of the section on putting forth a very specific metric of comparing student evaluation scores with other student evaluations in the department, because these are subject to some variation.

- *Letters from external evaluators.* Previously the criteria were almost completely that letters had to come from other faculty in Association of American Universities (AAU). Kept that as a primary goal, but there's some specialties where those universities may not be a good representation. Added other sorts of universities such as Carnegie universities, international universities, and in some cases maybe special research institutes, etc. But still maintain AAU as being the preferred.

Comments from Faculty Senate on the proposed changes.

Faculty senate member requested to update language in entire document from *faculty/librarian* to *faculty* members and to add *Distinguished Librarian*. Dr. Melendy accepted the request and verbalized the changes will be made in the document.

Motions and Votes on Amendments.

Motion to accept the amendments with updates to language noted above was made and seconded. Faculty Senate voted unanimously to accept the amendments with the 64yay 0nay 0abstain.

CHANGES TO UB POLICIES REGARDING CAMPUS DEMONSTRATIONS: ASSEMBLING POLICY; CAMPING ON CAMPUS POLICY; POSTING POLICY BY JIM JARVIS, CHIEF CAMPUS COUNSEL

- These policies are in the University's PRG website and currently are under the required 30-day review. That period is still open until September 28. There has been an initial meeting of the policy review group[on September 14], which was attended by representatives from the Committee on Academic Freedom and Responsibility, representatives of student government, and others in addition to the regular members of the policy review group
- UB wants to protect the right to basically protest, but also want to have policies to address actions of the protesters when actions interfere with campus operations, block ingress or egress the buildings, the roadways, etc.
- Discussed the proposed policies at last week's meeting of the Faculty Senate Executive Committee. And in both meetings, felt there was good and productive discussion of the comments that have been received so far as part of the review period, the memo that was prepared by the Academic Freedom and Responsibility Committee.
 - Academic Freedom and Responsibility Committee raised concerns about the importance and the protection of the right to engage in speech anonymously. There's a lot of case history on this, and the importance for the protection of the speaker.
 - A second concern was raised, was about a prohibition that used to be in the prohibition on amplified sound.
 - A third item is the inclusion of chalking in the prohibitions in the posting policy. And there have been comments about the importance of chalking as a medium for expression. And so that is another thing that is being carefully considered by the policy review group and by the subject matter experts who are looking at the draft policies.
- On about September 28th, there will be revised policies, which will take into account many of the concerns and comments that have been raised, including those raised by the Committee on Academic Freedom and Responsibility.
- At the request of the Academic Freedom and Responsibility Committee, there will be an additional 14 -day review period for those revised drafts before the policy review group meets on October 14th to sort of finalize their thoughts on the policies and then submit to the President for approval.

Adjournment: Meeting adjourned at 4:39pm

TPF

