



Faculty Senate Meeting Minutes March 15, 2022 Online by Zoom

Attendance: Pages 8-14

Proceedings of the meeting are uploaded onto UB Box.

The chair, Fred Stoss, called the meeting to order at 3pm and welcomed everyone to the meeting.

Agenda: The first item of business is a motion to amend the agenda that was approved at the last FSEC meeting, to include a new item of interest, UB's James Joyce collection, and to remove one item from the agenda with regard to the PhD stipends, because it was thought that all parties need to get to talk about some commonalities among themselves before they come to the Senate with the issues that they are going to be discussing. The amended agenda for the day was approved unanimously.

President's report: Earlier today we hosted our first in a series of town hall meetings to discuss the implementation of recommendations made by PACOR. It was a very productive conversation focused on faculty recruitment and tenure, among other subjects.

I am pleased to share with you that four UB faculty members were just named SUNY distinguished professors. From the School of Public Health and Health Professions: Professor Lorraine Collins; from the College of Arts and Sciences: Professor Luis Colon; and from Jacobs School of Medicine and Biomedical Sciences: Professor Steven Schwaitzberg and Professor Gil Wolfe. Dr Collins is a professor of Community Health and Health Behavior and Associate Dean for Research in the School of Public Health and Health Professions. She has been continuously funded since 1987. She has contributed innovative research towards the prevention treatment of addictive disorders. Much of her research focuses on cognitive factors that include substance abuse among adolescents, adults, and URM population. Always at the cutting edge of the field, Dr Collins has been studying the social determinants of health since well before it became a popular topic. Dr Colon is a Goodyear Professor of Chemistry and the associate Dean for Inclusive Excellence in the College of Arts and Sciences. A fellow of AAAS and the American Chemical Society, he is a 2015 recipient of the US Presidential

Award for Excellence in Science, Mathematics & Engineering Mentoring. He is a world-leading expert in the area of separation science, whose contributions have had major applications in popular commercial products. In addition to his research achievements, Dr Colon is held in equally high regard for his long-standing commitment to improve the rank of URM students and faculty in Chemistry and other STEM fields. Dr Schwaitzberg is professor and Chair of the Department of Surgery, an international leader in the development of novel surgical technology. He is renowned for his service in both clinical care and mentoring medical training. Dr Schwaitzberg has also made important contributions in the development of surgical robots. Dr Wolfe is the Irvin and Rosemary Smith Professor and Chair of the Department of Neurology. An elected Fellow of American Academy of Neurology, he has made numerous seminal discoveries impacting the study and clinical care of neuromuscular disorders. His work on the condition known as MG has greatly improved care for people with this disorder in fact is multicenter clinical trial on treatment of MG has been hailed as landmark study.

At the last meeting I noted that One World Cafe has quickly emerged as a popular campus hub for our students. I hope you will all join me for the ceremonial grand opening of One World Cafe on March 31.

Barbara Prinari: Now that we had a return back to normal in terms of the mask mandate being lifted in the classrooms, when can we expect a return to normal in terms of the travel pre-authorization requests that were instituted with Covid but seem to be sticking around.

President: This is something done by SUNY and the state, and we'll work on it. It is definitely an extra burden for our researchers and for everybody else who travels. We will work on it and see when we can get it out. It is something for which we will have to get approval for, or at least SUNY has to say that now the whole SUNY can travel without the approval. I am going to be at SUNY presidents meeting next week, I am going to raise the question there.

Provost: we are aware of the challenges this is causing, and trying to address it.

Provost's report: This academic year about 150 of our faculty, staff and students have been working on developing the implementation guidelines in support of PACOR, to ensure that our policies reflect the best possible practices for building a diverse and inclusive faculty, staff, student body and campus community. The work is being led by a steering committee, which

oversees seven subcommittees focusing on key university priorities. Those are: (i) faculty recruitment, mentoring and retention; (ii) scholarship, tenure and recognition; (iii) staff recruitment, mentoring and advancement; (iv) curriculum and pedagogy; (v) student experience and programs; (vi) inclusive space; and (vii) community engagement. We are holding virtual town halls and the first one was today, which was on “faculty recruitment, mentoring and retention”, and “scholarship, tenure and recognition”. The subcommittees did a terrific job on some very thorny and tough issues, and I think we’re going to get more feedback in the next couple weeks. Tomorrow at noon, same time each day, the town hall will review the “curriculum and pedagogy”, “student experience and programs”, and “inclusive space”. And the final town hall, which is on Thursday at noon, will focus on “staff recruitment, mentoring and advancement” and “community engagement”. The success of this effort requires a broad input and ultimately support from the campus, and so I am just using this opportunity to encourage the FS and all our faculty members across the institution to attend to town halls, participate, and get their responses. To facilitate that, following the town halls, the campus community will have an opportunity to review the presentations, and provide feedback to the campus through the implementation website, which is on the Office of the Provost’s website, and, of course, details on the town halls are also available on that website. I am expecting the committee to submit their final report to me by about the end of April, and I also expect to share it with the campus community by the end of the semester. We are on track to meet the goal, which was to conclude this part of our work by this academic year. President Tripathi and I are committed to an annual assessment of our progress, so we want to celebrate our successes, but be honest about where we have more work to do. And beginning this Fall we will organize an annual meeting of the campus community in which we will review progress made, and areas where we think more work needs to be done. I would like to thank the PACOR steering committee co-chairs Suzanne Rosenblith and Mark Alnutt, as well as the co-chairs of the subcommittee, some of which are on this call, and certainly the broader membership of the subcommittees and the whole campus for their significant effort.

Fred Stoss: The overall presentations were so well organized because of the detail that they presented in a rather cogent manner. I also note that there is going to be an opportunity for the Faculty Senate to provide significant input into the implementation plan, primarily through the

Promotion, Tenure and Privileges committee and the committee on Equity and Diversity to bear a bulk of that of that work.

Provost: We also will look forward to your participation in the curriculum, which is obviously an important aspect of the FS and undergraduate curriculum.

Chair's report: Uploaded on UB Box. I would like to preface my report by thanking President Tripathi for the statement in support for Ukraine. One item of interest in the report is related to the implementation of the New York Climate Leadership and Community Protection Act. There is a number of ways that New York state is looking for the implementation of the provisions of that act, and they are outlined in my report. The state has some very interesting proposals, and all of SUNY campuses and universities are going to have some significant roles to play in the implementation of the act.

Secretary's report: Barbara Prinari is serving as interim FS Secretary. The minutes of the previous meeting were approved unanimously.

Parliamentarian's report: no report

Items of interest

COACHE survey update: VP Granfield updated the FSEC on the new COACHE 2022 survey that was launched on February 7. The full presentation is uploaded on UBbox. COACHE sent out a follow-up, so this week all faculty have received another link to do the survey. At this point, we have a 30% response, not too far from all other universities. The response rate from the tenure-track faculty is higher than the one from clinical faculty. We'd like to get the overall response rate to at least 55%. But we are running out of time, we have about a month or so before the survey closes on April 11. There will be one more reminder that will be sent out in a couple of weeks. Please really reach out to your faculty and your departments and encourage them to participate.

PACOR Reminder: The chair, Fred Stoss, reminded the FS to attend the next two PACOR town halls meetings.

Institutional Support and Services: VP Graham Hammill and Director of Curriculum, Assessment, and Teaching Transformation (CATT) Carole van-Zile Tamsen reported on instructional support and services, especially in

light of the transformation of CEI into a new office of CATT. The full presentation is uploaded on UBbox.

Phil Glick: Prior to the pandemic student evaluations were a big concern of the faculty, particularly pre-tenured faculty. And Covid exacerbated them. Fortunately, I think, student evaluations were put on pause as far as promotion and tenure are concerned during Covid. But the problem in the subjectivity of them still is a concern to faculty. So how is this great new CATT initiative going to help with the objectivity of student evaluations our faculty, and what the best practices are around the country.

VP Hammill: we've been working a lot under the leadership of the Faculty Senate in making sure that inappropriate comments in course evaluations are taken out, and not in any way put through the tenure and promotion process. And I was really happy to see in the PACOR town hall this afternoon, a recommendation about expanding the ways that faculty can demonstrate effective teaching in addition to or supplemental to or outside of course evaluations. I am very supportive of the direction that you're pointing us in, and CATT can be helpful in and doing some of the research and looking at best practices across the country to help guide the discussion.

Carol van-Zile Tamsen: There is definitely more evidence of quality teaching than what students say. That's one piece of evidence, and certainly it's important to hear their perceptions, but we all know that there are biases that students have that enter into their end-of-semester course evaluation ratings. In the Fall we launched a new web page that provides options for how to assess or think about effective teaching, that the student reviews are just one option that chairs and others can think about if they want information about how effective a faculty member has been in the classroom. We did a presentation for chairs in November. We can share that web page with other options. We have also been collaborating over the last semester with the FS Teaching and Learning committee on peer-review model that we hope to pilot in next year, where faculty could get observations of their teaching and get feedback that way and include that documentation into their dossier. We have worked closely with Faculty Affairs and our Course Evaluation Advisory Committee in EDI to make sure that when any comments that express explicit bias are recognized and put forward. We can get not only the comments removed, but also that student's row of data excluded from the report and the report is re-run so that these data do not impact the overall ratings. The final thing that we've been working on is to finalize up an actual research study of implicit bias in our course evaluations. We hope to have something that we can report out to the campus community by next Fall.

Liana Vardi: What I am missing in all this is the individual instructor, and what help is available. And I would like to see concrete examples, as opposed to these analytics and more of a feeling that somehow we are a deficient in what we're doing right now.

VP Hammill: What we're trying to do is make sure that all of our students are learning in the most effective way possible. We are trying to make sure, as we are updating classrooms, that the physical environment and the digital environment really match what faculty want or what they are trying to achieve (do faculty want more screens, chalkboards or whiteboards, etc).

Carol van-Zile Tamsen: The range of services that we provide goes anywhere from how to use the LMS as a communications tool in your class; helping faculty for developing courses, think through the syllabus and the activities they might use to teach the concepts in the syllabus; working with instructors have very large sections on making things more efficient, like attendance, exams and quizzes.

Barbara Prinari: The Math department has been using Gradescope for grading HW and exams for a few years. It's an online instrument which allows individual instructors to access individual questions with a common grading rubric, and it has been essential for large sessions with common exams, where over a thousand students were taking an exam and multiple instructors have to grade the exam. The contract with Gradescope will not be renewed. I wondered if there has been any discussion about that in CATT. If the university could support it, I think it would be a great option, not just for math but for every STEM discipline. My second question is about the LSM. We were told last week that a decision has not been made yet as to whether we're going to move away from Blackboard or not. I hope that there will be a transition period, should the campus decide to migrate to a new LMS, because these transitions are never as easy and seamless as the providers would like users to believe (e.g., in terms of saving course content from one LMS to another).

VP Hammill: A little bit of context. As the system-wide contract with Blackboard was coming to an end, the system made the decision to go with another LMS, Bright Star (also called D2L, Desire to Learn). And when the system announced that decision, we decided as a campus that we wanted to understand our needs before figuring out whether we go with a SUNY contract. A review committee was established last spring and was charged with basically three options: staying with Blackboard, going with Canvas, which is the other major LMS provider, or going with the SUNY contract. The

committee was charged with evaluating this from a perspective of a pedagogical student learning perspective. There are very clearly financial benefits with going with the SUNY contract, but that shouldn't be the driver of this decision. The Committee ranked Bright Space and Canvas equally. Each system has its own strengths and weaknesses, but they were ranked exactly the same. One of the big concerns with Bright Space was that the SUNY contract put a lot of conditions on joining the contract. The SUNY administration wanted the help desk to be at the SUNY level, not the campus level, which was unacceptable for us. In terms of decision making, we are engaging SUNY to see if they would loosen their guardrails for letting us join the contract. A decision about the direction we go in is dependent on that, I hope we'll know within the next two weeks. In any case, we are talking about a three-semester period for the transition. Semester to semester, people need to understand that the transition is coming, we need to do a lot of testing. Every LMS provider says that they can translate content seamlessly, but it never works exactly seamlessly.

Carol van-Zile Tamsen: I don't know that Gradescope was centrally supported, but we can certainly investigate on our end to see who was funding it. My staff member Tom Slomka has put in the chat some information about it: Gradescope supports variable-length assignments (problem sets & projects) as well as fixed-template assignments (worksheets, quizzes, or exams). <https://www.gradescope.com/>

VP Hammill: We should look into it. If there are technological platforms that could be used enterprise-wide that would be a benefit to the entire campus. We will look into it and try to get an answer.

UB's James Joyce Collection: Dr James Meynard, Curator, Poetry Collection and Coordinator, gave a presentation on UB's James Joyce collection, the largest Joyce's collection in the world. The presentation is uploaded on UBbox.

Changing dates and times of FS and FSEC meetings: Fred Stoss announced that the FSEC voted on a resolution to have the FS and FSEC meetings taking place on the same day of the week, so that faculty members won't have to juggle classes around two very different days for class scheduling purposes. Following discussions in the FSEC, a survey will be coming out soon about changing the date and time of the Faculty Senate and Faculty Senate Executive Committee meetings.

New business

Election of Cindi Tysick as FS Secretary: The FS Secretary election should have been held last Fall, but we never got a volunteer. We announced at our last FSEC meeting that Cynthia (Cindi) Tysick, who held the position as FS Secretary from 2014 to 2017, recently accepted the nomination for the FS secretary election. The election process is now open. An email with the link to the survey to vote for the Faculty Senate Secretary was sent out to all voting faculty last Friday from the CATT office. There is only one nominee, Cindi Tysick. Her statement is also available on the survey. We will also be conducting elections for SUNY senators.

Barbara Prinari: I wanted to make a comment about the change of the agenda, and the removal of the discussion item regarding PhD funding, financial support for teaching assistants. The Budget Priorities Committee has already discussed this issue last year and made a recommendation to the FS. And the FS already voted a resolution on this issue. Sending it back to a committee doesn't seem a very effective way of dealing with this. I don't see why we cannot simply have a discussion about this topic at our next FSEC meeting.

Fred Stoss: We will, and we will be inviting people to engage in that conversation. And just hopefully we can have that discussion taking place after the semester break.

Adjourned: Meeting adjourned at 4:30 pm.

Submitted by Barbara Prinari, Interim Secretary of the Faculty Senate, March 21, 2022.



Faculty Senate Meeting
Tuesday, March 15, 2022
3:00 - 4:30 p.m.

CHAIR:

Fred Stoss – ✓

SECRETARY:

Barbara Prinari – ✓

PARLIAMENTARIAN:

Nicholas Chibuikem Ogam – ✓

ARCHITECTURE & PLANNING:

Hiro Hata –

Kerry Traynor –

COLLEGE OF ARTS & SCIENCES:

Michael Cowen –

Maureen Jameson –

Barbara Prinari – ✓

Kristin Stapleton – ✓

Jason Benedict – ✓

Gino Biondini – ✓

Sampson Blair – ✓

Julie Bowker – ✓

Vesna Danilovic – ✓

Christopher Dennison – ✓

Grady Gambrel – ✓

Walter Hakala – ✓

Eero Laine – ✓

Chad Lavin –

Yiqiang Li – ✓

Sara Metcalf – ✓

Kimberly Meehan – ✓

Carin Mardorossian –

Harvey Palmer – ✓
Justin Read –
Wei Sun –
Liana Vardi – ✓
Marion Werner –

DENTAL MEDICINE:
Othman Shibly –
Richard Hall –
Michelle Kay –
Benita Sobieraj – ✓

EDUCATIONAL OPPORTUNITY CENTER:
Michael Baugh – ✓

ENGINEERING & APPLIED SCIENCES:
Paschalis Alexandridis – ✓
Marina Tsianou – ✓
Kevin Burke – ✓
Lora Cavuoto –
Qiaoqiang Gan –
Julia Latorre – ✓
Cecilia Hilde Martinez-Leon – ✓
Presentacion Reyes – ✓
Kallol Sett – ✓
Tarunraj Singh –
Ferah Percy Vandrevala –
Jose Walteros – ✓
Junson Yuan –
Jennifer Zirnheld – ✓

GRADUATE SCHOOL OF EDUCATION:
Tiffany Karalis-Noel – ✓
Blythe Anderson – ✓
Stephanie Fredrick – ✓

Alisa Husain –

LAW:

Matthew Steilen – ✓

Matthew Dimick – ✓

Patrick Long – ✓

Stephen Paskey –

MANAGEMENT:

Michael Dambra –

Laura Amo – ✓

Myungsun Kim –

Chunchi Wu –

MEDICINE & BIOMEDICAL SCIENCES:

Anna Blumental-Perry – ✓

Channa Kolb –

E. Brooke Lerner – ✓

Michael Morales – ✓

Yongho Bae – ✓

Vanessa Barnabei – ✓

Elsa Bou Ghanem –

Marilou Ching – ✓

Richard Chou –

Stewart Clark – ✓

Michael Duffey –

Valerie Elbersen – ✓

Michael Farkas – ✓

Edward Fine – ✓

Seth Glassman –

Michael Guppenberger – ✓

Wilma Hofmann – ✓

Liise Kayler – ✓

Supriya Mahajan –

Yaron Perry – ✓

Matthew Ruggieri – ✓

Ferdinand Schweser – ✓

Spyridon Stavrou –

Elizabeth Wohlfert –

Ahmad Zaaroura –

NURSING:

Jennifer Livingston – ✓

Darryl Somayaji – ✓

PHARMACY:

Marilyn Morris – ✓

Nicole Cieri-Hutherson –

Erin Slazak – ✓

PUBLIC HEALTH AND HEALTH PROFESSIONS:

Albert Vexler –

Adam Graczyk – ✓

Jeanne Langan –

Vijaya Prakash K. Muthaiah – ✓

Todd Rideout – ✓

SOCIAL WORK:

Annahita Ball – ✓

Peter Sobota –

UNIVERSITY LIBRARIES:

John Beatty – ✓

Carolyn Klotzbach-Russell – ✓

Deborah Chiarella (alternate) – ✓

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:

Scott Weber – ✓

PROFESSIONAL STAFF SENATE:

Tim Tryjankowski – ✓

COUNCIL OF ADVOCACY AND LEADERSHIP (COAL):

Brianna Bennett –

INVITED GUESTS:

Carol Van Zile-Tamsen - ✓

James Maynard - ✓

UNIVERSITY LEADERSHIP:

Robert Granfield – ✓

Graham Hammill – ✓

William McDonnell –

Eileen Sherman – ✓

Kemper Lewis - ✓

Robin Schulze - ✓

Paul Teluk - ✓

Carig Abbey - ✓

Dan Kelly - ✓

Marsha Lewis - ✓

Jean Wactawski-Wende - ✓
Keith Alford - ✓
Allison Brashear - ✓
Robert Shibley - ✓
Suzanne Rosenblith - ✓
Ann Bisantz - ✓
Aviva Abramovsky - ✓
Gary Pollack - ✓

OTHERS IN ATTENDANCE:
Jessica Naish – ✓
Phil Glick – ✓
Bob Miletich – ✓
Adly Fam - ✓
Ashley Li - ✓
Tom Slomka - ✓