

Faculty Senate Meeting  
September 19, 2017  
Center for Tomorrow

Attendance: attached at end of minutes.

Meeting called to order at 3.00pm

Minutes of 4/18/2017 and 5/16/2017 (special meeting) approved unanimously.

The Senate appreciated the service of Cindy Tysick who has resigned and welcomed Dr. Jessy Alexander from the Department of Medicine as the interim Secretary until June 2018 when a new Secretary will be elected and installed.

**1. Chair's Report**

- a. The Senate remembered Dr. Ellen Volpe, a beloved nursing professor and researcher who lost her life in a thruway crash in June of 2017.
- b. List of 'List serve administrators' will be disseminated to the Senators to improve communication with constituents and increase transparency.
- c. UB has been selected to host the spring 2018 UFS Plenary April 19-21<sup>st</sup>
- d. Senate congratulated UB on moving up to position 97 in the annual US News and World report College rankings.
- e. Senate thanked Spectrum for the interview with District Attorney, John Flynn regarding UB transparency and Laura Hubbard about the flow of money.
- f. Faculty handbook: The Task Force charged by the Provost has completed the updated and revised handbook which will finally be generated as a library and presented to the President.
- g. Freedom of Expression Statement for the University at Buffalo has been approved and promulgated by President Tripathi and will be uploaded onto University at Buffalo website.
- h. Faculty resolution to protect non-US citizens was presented to President Tripathi. Negotiations are underway to reach a resolution regarding suggested changes
- i. On October 3, 2017 the Office of Shared Governance will conduct continuing education classes on 'safe zone and cultural competency

training' at 107 Capen Hall. A 'social media part 2' class will be conducted sometime in Spring.

- j. Student Preferred Name Policy, was signed by President Tripathi in June 2017. UB was applauded for leading the curve.
- k. 1 Capen in North campus is open and functional, 'a one stop for student essential services offices.' The sister complex in south campus is 1 Dusseldorf.
- l. SUNY's 4<sup>th</sup> Campus Governance Leaders leadership conference will be held on October 6<sup>th</sup>-7<sup>th</sup>, 2017 at Albany.
- m. SUNY Office of Diversity, Equity and Inclusion and the University Faculty Senate will be hosting a conference entitled "Engaging Diversity, Equity and Inclusivity in the Classroom, Campus and Community: Celebrating a Decade of Transformational Diversity Leadership" on November 29-December 1, 2017 at Albany.
- n. Red Cross is collecting funds to help in the recovery process in wake of the devastation by hurricanes Harvey and Irma. Everyone was encouraged to be generous.
- o. SUNYSA will be co-sponsoring a rally on October 28 in support of the legislation for Governor Cuomo to sign the legislation to fully fund the SUNY MOE Bill.
- p. The UB OSSA president Tanya Aho is stepping down as the OSSA president and an interim OSSA president has been named.
- q. On September 14 and 15, UB SUNY UFS Senators, COL's and other UB faculty who are UFS committee members attended the Fall UFS planning meeting in Liverpool NY.
- r. On October 19 and 20, the UB SUNY UFS Senators, CGL's will be will be attending the Fall UFS 177 Plenary meeting in Delhi NY.
- s. Suggestion was brought forward that all controversial resolutions should be subject to secret vote in the FS. An FSEC or FS member can raise the issue by a "point of order" and ask for a vote by secret ballot, (RRO 1 Oed, section 45, item other methods of voting: .... ").
- t. President Tripathi will acknowledge the Faculty and Staff Academic Excellence honorees of 2017 on October 26<sup>th</sup>.

## 2. Faculty Orientation was delivered by the Chair, Professor Glick.

- a. There are 13 committees. The new Senators were invited to join a committee of choice.
- b. The Senators were informed that acknowledgements for their services rendered were sent to the appropriate administrative offices.

- c. Middle states: Next year strict guidelines will be followed regarding shared values.
- d. COACHE data is in and is being tabulated. Mr. Bob Granfield will be educating the senate of the study outcome.
- e. SUNY legal counsel cannot dispense legal advice to the Senate. Senate has to seek independent legal counsel.

2. Prof Peter Elkin presented the GESS report. The question addressed is: is there gender bias in the workplace? Only two genders were addressed in the report. The sources of bias queried were:

- a. Generally in the department was salary correlated with gender?
- b. Was there inequity in Departments that had a higher numbers of female or male faculty?

The faculty queried were the ladder faculty, payroll 17. GFT from the Medical School and the librarians were not looked at as they did not follow the same rules.

Model 1. Regression analysis using a linear model and accounting for year in rank, actual hire, and time in rank.

Model 2. Average salary for the discipline in the country and what the male and female faculty are paid?

They were at a loss to address productivity beyond rank and societal biases.

In response to Dr. Glick, Dr. Elkin responded that to run the data sets jointly by the Faculty and the administration, instead of individually will reveal a high value data set that will give novel insights, set precedence and serve as an example to other Universities. The President, Provost and Senate Chair were commended on their commitment to addressing this issue. If differences are revealed by the study, the Provost has promised to take remedial steps.

Dr. Ezra Zubrow (Anthropology) appreciated the work being done, but cautioned that 'The devil is in the details'. When time in service and rank is considered, women take more time in lower positions and therefore years in service should be considered.

Dr. John Matis (School of Law) wondered whether similar studies would be initiated with regards to non-tenured faculty (qualified rank).

4. Domenic J Licata presented the Breathe Free Report. Safe areas have been identified. The committee has been working in close association with the police. Once smoke smell is detected the police or

environmental health service can be contacted. Kim Walitzer informed the Senate that UB wellness offers cessation support.

5. Prof Milles presented the first reading of 'Asymmetry of Legal Counsel.' a. Should the Senate have legal counsel separate from SUNY?

b. Should the budget be altered to retain legal counsel?

Second reading will be made at the next meeting.

Meeting adjourned at 4.34 pm.

Submitted by Jessy Alexander, Secretary of the Faculty Senate,  
September 19th, 2017

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