

Faculty Senate Minutes

April 3, 2012

CHAIR OF THE FACULTY SENATE

Ezra Zubrow

SECRETARY OF THE FACULTY SENATE

Edward Herman

SCHOOL OF ARCHITECTURE AND PLANNING

Stratigakos, Despina

COLLEGE OF ARTS AND SCIENCES

Aldstadt, Jared

Baumer, William (Parliamentarian)

Churchill, Melvyn (Excused)

Durbin, Steven (Excused)

Hughes, George

Lyon, Arabella

Stapleton, Kristin

Zarembka, Paul

SCHOOL OF DENTAL MEDICINE

Baier, Robert

Miller, Ray

Tabba, Sawsan

SCHOOL OF EDUCATION

Chiu, Ming

Daun-Barnett, Nathan

SCHOOL OF ENGINEERING

Sadek, Adel

Su, Weifeng

SCHOOL OF MANAGEMENT

Smith, Sanjukta

SCHOOL OF MEDICINE AND BIOMEDICAL SCIENCES

Bradford, Peter

Fine, Edward

Gelfond, Daniel

Lyndaker, Anne Marie

Mastrandrea, Lucy

Quattrin, Teresa

Tumiel-Berhalter, Laurene

SCHOOL OF NURSING

Carey, Mary

Nisbet, Patti

SCHOOL OF PHARMACY

Reiman, Alfred

SCHOOL OF PUBLIC HEALTH AND HEALTH PROFESSIONS

Kiviniemi, Marc

SCHOOL OF SOCIAL WORK

Kost, Kathleen

SUNY SENATORS

Fam, Adly
Gottdiener, Jennifer
Nickerson, Peter

UNIVERSITY LIBRARIES

Belford, Rebecca
Lavin, Michael
Walsh, Tiffany

GUESTS

Athena Matua
Hubbard, Laura
Landel, Ann Marie
Nolan-Weiss, Sharon
McCombe, Bruce
Sullivan, Sean

Equity, Diversity and Inclusion representative—name is illegible

- The Faculty Senate accepted the **minutes of February 7, 2012**.
- **Chair's Report:** Zubrow did not present a report in deference to the large agenda. He introduced Laura Hubbard, the recently hired Vice President for Finance & Administration.
- **Provost's Report:** Interim Provost McCombe did not have a report.

- **University Budget Report** (Sean Sullivan, Associate Vice President for Academic Planning and Budget)
- Sullivan discussed 2011/12 and 2012/13 budget realities.
- Strategic Objectives of the budget are to:

- Improve UB’s AAU rank and US News metrics.
 - Increase the quality of education and research.
 - Improve partner interactions and community impact.
 - Optimize resources.
- UB’s budget had a \$30 million shortfall in 2011/2012, but the net reduction was \$8 million.

Various policy actions reduced shortfall (\$10 million) + amounts withheld from units (\$20 million)	\$30 million
NYSUNY revenues	\$12 million
Net Reduction	\$ 8 million

- As a result of NY SUNY 2020, between 2011 and 2016 the University will;
- Increase UG tuition by \$300 annually.
- Approve \$75 fee increase for 5 years.
- Increase non-resident undergraduate tuition by 10% annually.
- Increase tuition in all other programs.
- Allocate 25% of resident undergraduate tuition for need-based aid.
- Regarding the Medical School’s relocation:
 - The NY NYSUNY provides a \$35M Challenge Grant.
 - The Governors 2012/2013 Budget provides \$215M in tax-exempt bonds.
 - UB will re-appropriate \$50 million from its capital budget.
 - Twenty percent of construction costs are designated for minority and women owned businesses.
 - UB hopes to raise \$50 million in gifts.
 - The Medical School will provide \$25 million in cash reserves.
 - The projected debt is \$14.75 million.

- The Governor's 2012/13 Budget is the best UB has seen in 4 years.
- In 2012/13, UB will concentrate on increasing enrollment, continuing to advocate for a fair SUNY resource allocation model, overseeing implementation of 3-year plans, and evaluating the budget model.
- Expectations are that over the next 5 years:
 - UB will increase undergraduate course sections by 1,000.
 - Improve 4-year graduation rates from 42% to 55% and 6-year graduation rates from 63% to 75%.
 - Create 3,335 total new full-time jobs for the region: 975 at UB, 2,160 indirect opportunities, and 200 in start-up entities. Additionally, the University will generate 3,274 new construction-related jobs associated with the Medical School relocation.
- [Click here](#) to view Sullivan's slide presentation. The slides also cover:
 - Tuition rate increases, 2011/12 to 2015/16.
 - Map of the downtown Medical Campus.
 - The internal funding plan for relocating the Medical School.
 - The new budget model.
 - Revenue lost due to enrollment shortfall.
 - Three year unit plans.
 - Three E Fund.
 - SUNY's Resource Allocation Model.
- **Report of the Commission on Academic Excellence and Equity, *In Pursuit of Academic Excellence: Equity Across Diversity*** (Athena Mutua, Commission Chair)
- [Click here](#) to view other Commission documentation.

- Commission Charge: Identify barriers to faculty success and propose policies/practices that dissolve these barriers. Changes recommended by the Commission affect all faculty, regardless of gender, race, or ethnicity.
- The Commission performed a literature review, studied best practices at other AAU schools, looked at association reports, and examined Web sites. Reports issued by the Massachusetts Institute of Technology, the University of Michigan, and the University of Oregon were especially noteworthy.
- The Commission also considered UB hiring data and communications relating to recruitment, and asked why faculty leave prior to achieving tenure.
- The Office of Institutional Analysis provided statistics of all assistant professors in 1994 tracking their status through 2004, and did likewise for assistant professors in 2000 tracking their status through 2010.
- The Commission reviewed 425 cases presented to PRB between 2003 and 2009.
- Most had positive outcomes (393).
- The President rejected 32 cases. Among those, 24 had a negative recommendation from a dean or PRB,
- Eight cases had consistent positive reviews prior to being withdrawn after PRB consideration, or after receiving a negative recommendation by the Provost or President. Among the 8 cases, 3 were white males and 5 were white females. The Commission could not reach conclusions based upon such a small number.
- A Commission subcommittee reviewed 27 dossiers. The unsuccessful ones had 3 elements.
- Candidates were on qualified lines prior to transferring to tenure lines.
- Candidates were clinically-oriented.
- The files had problems with external evaluation letters.
- The Commission found that UB has a stated commitment to excellence and diversity, and a solid foundation of fairness. However, UB ranks below average as compared to diversity among other AAU institutions.

- Data show that small but consistent gender and race disparities are pervasive in recruitment, promotion, and leadership.
- UB's Web site includes equity and diversity data about family leave policies and faculty demographics, but the information is difficult to find. The Commission believes it should be more transparent.
- Using another example, the University enacted a mentoring policy. Finding it on the Web is difficult and once found, it is unclear who is accountable for the policy.
- The 1996 *Report of the President's Task Force on Women at UB* found similar problems with data collection and transparency. [Click here](#) to view the 1996 Report.
- The Commission's general recommendations include:
 - Establishment of a Vice-Presidential office for diversity and equity whose responsibilities include promoting diversity related issues, facilitating hiring and recruitment of faculty and students, and partaking in overall university management and planning.
 - Creation of a Diversity Advisory Council.
 - Allocation of resources to hire diverse faculty.
 - Embracement of diversity and equity benchmarks when evaluating deans and department chairs.
- The Report summarizes other recommendations dealing with recruitment, mentoring and work-life balance, tenure, tenure review, and advancement beyond tenure on pages xi – xiii.
- Zubrow asked for an informal, straw vote indicating that the Faculty Senate received the Report because a quorum was not present. Discussion followed.
- P. Zarembka asked that discussion of the full Report continue at the next meeting because Senators did not have adequate time to review the entire document. He then questioned a recommendation pertaining to recruitment.

"In the case where a candidate has received uniformly-positive endorsement and the Provost intends to make a negative recommendation to the President, it is advisable, **when**

time permits, that the Provost consider meeting in person with the PRB in order to gather more information and perspective on the case directly.” (xiii)

Zarembka thought the Provost must always meet with PRB in such cases. Mutua responded that this is not always possible due to time considerations. PRB might have disbanded over the summer by the time the Provost sees the file. However, she and Interim Provost McCombe both agreed that an advocacy process ought to be developed at the Provostial level. [The Commission discusses the issue further on pages 64-65.]

- Responding to Edward Fine who thought it ought to be mandatory that the Provost explain to PRB reasoning for turning down positive dossiers, Mutua said that Commission discussed possible roles of the Provost and President in the advocacy process. She thought that providing written rationales could open the University to law suites.
- K. Stapelton questioned if UB will implement the recommendations. Mutua noted that some items are easy to enact and that the University has begun discussions about implementation. McCombe added that he appreciates the Commission’s efforts and that enactment of several recommendations is ongoing. An example is maintaining improved statistics at the departmental level about candidates who do not go before PRB or who have withdrawn from consideration.

Two motions to receive the report and to continue discussion at the next Senate meeting passed.

Prepared by
Edward Herman, Secretary
Faculty Senate