

Faculty Senate Meeting
October 18, 2016
3:00pm
Center for Tomorrow

FACULTY SENATE OFFICERS

Philip Glick	PRESENT
Cynthia Tysick	PRESENT
James Hassett	PRESENT

SCHOOL OF ARCHITECTURE AND PLANNING 2/3

Michael Silver	ABSENT
Ernest Sternberg	ABSENT

COLLEGE OF ARTS AND SCIENCES 17/31

Ana Mariella Bacigalupo	PRESENT
Sampson Blair	ABSENT
Michael Cowen	PRESENT
Colleen Cullerton	PRESENT
James Currie	PRESENT
Vesna Danilovic	PRESENT
Kenneth Dauber	PRESENT
Sergey Dolgopolski	ABSENT
Stephen Dyson	PRESENT
David Johnson	ABSENT
Nicholas Lustig	PRESENT
Andrea Markelz	PRESENT
Sara Metcalf	PRESENT
David Schmid	ABSENT
Jean-Jacques Thomas	PRESENT
Paul Zarembka	EXCUSED ABSENT
Ewa Ziarek	ABSENT

<u>SCHOOL OF DENTAL MEDICINE</u> 4/4	
Ilaf Almawaldi	PRESENT
Michael Hatton	PRESENT
Raymond Miller	PRESENT
Benita Sobieraj	PRESENT

<u>EDUCATIONAL OPPORTUNITY CENTER</u>	
Nancy Lane	PRESENT

<u>SCHOOL OF ENGINEERING AND APPLIED SCIENCES</u> 11/11	
Paschalis Alexandridis	PRESENT
Carl Alphonse	PRESENT
Deborah Chung	EXCUSED ABSENT
Paul DesJardin	ABSENT
Bharat Jayaraman	PRESENT
Steven Ko	ABSENT
Satish Mohan	EXCUSED ABSENT
Dimitris Pados	ABSENT
Abani Patra	ABSENT
Mark Swihart	ABSENT
Marina Tsianou	PRESENT

<u>GRADUATE SCHOOL OF EDUCATION</u> 5/5	
Fenice Boyd	PRESENT
Kayte Conroy	PRESENT
Lilliam Malave-Lopez	PRESENT
Sarah Robert	PRESENT
Margaret Sallee	PRESENT

<u>SCHOOL OF LAW</u> 2/3	
Martha McCluskey	
Matt Steilen	EXCUSED ABSENT

<u>SCHOOL OF MANAGEMENT</u> 4/5	
Jurriaan de Jong	PRESENT
KiYoung Lee	PRESENT
Elizabeth Mohr	PRESENT
Sudhit Suchak	PRESENT

<u>SCHOOL OF MEDICINE AND BIOMEDICAL SCIENCES</u> 25/25	
Omar Al-Ibrahim	PRESENT
Jessy Alexander	PRESENT
Nikolaos Almyroudis	PRESENT
Daniel Antonius	ABSENT
Peter Bradford	ABSENT
Clarice Cooper	ABSENT
Peter Elkin	ABSENT
Julia Faller	ABSENT
Edward Fine	PRESENT
Aijaz Gundroo	PRESENT
Mark Hicar	PRESENT
Vijay Iyer	ABSENT
Gareth Lema	ABSENT
Supriya Mahajan	PRESENT
Peter Martin	PRESENT
Sangita Patel	PRESENT
Gabriela Popescu	PRESENT
Timothy Quinn	PRESENT
Melissa Rayhill	PRESENT
George Simpson	ABSENT
Satpal Singh	PRESENT
Heather Territo	PRESENT
John Tomaszewski	PRESENT
Susan Udin	PRESENT
Charles Wiles	ABSENT

<u>SCHOOL OF NURSING</u> 2/2	
Laura Anderson	PRESENT
Donna Fabry	PRESENT

SCHOOL OF PHARMACY 1/3

Kathy Boje PRESENT

Fred Doloresco PRESENT

Jun Qu PRESENT

SCHOOL OF PUBLIC HEALTH & HEALTH PROFESSIONS 4/4

Matt Bonner PRESENT

Gaspar Farkas ABSENT

Jim Lenker ABSENT

John Wilson PRESENT

SCHOOL OF SOCIAL WORK 2/2

Gretchen Ely PRESENT

Charles Syms PRESENT

UNIVERSITY LIBRARIES 3/3

Glendora Johnson-Cooper PRESENT

Molly Poremski PRESENT

Elizabeth Stellrecht PRESENT

SUNY SENATOR 4/4

Cemal Basaran PRESENT

Philip Glick IN POSITION AS CHAIR OF FACULTY SENATE

Heather Montague PRESENT

Ezra Zubrow PRESENT

Minutes of 9/20/16 approved

- Chair's report
 - UBF will not be seating Chairs of FS, PSS, and Student SA
 - UB SUNY Senate representatives put forth a resolution to ask the Chancellor to ask the governor to change NYS Education Law to allow chairs of faculty and professional staff governing bodies to sit on campus Councils.
 - FSEC will charge an ad hoc committee to look at salaries at UB for faculty in the academic units to determine if there is any inequity. They will work on a hypothesis driven study.
 - The Office of Institutional Analysis is running numbers to determine what it would cost to give faculty and staff children free tuition or tuition variance at UB.
 - Chair introduced Dr. Schulze, new Dean for CAS
- Presentation by Dr. Genco for UB Employees Campaign for the Community
- Presentation by Dr. Granfield (VP for Faculty Affairs) on mentoring at UB
- 2nd Reading of Resolution for Amending Current Policy on University-Wide Faculty Mentoring Program
 - Discussion occurred on the floor:
 - Motion made by Dr. Zubrow (Anthropology) and seconded to include term "lecturer" where clinical/research/adjunct are mentioned. **Approved 40/7/1**
 - Secretary made a Point of Order to advise that the 2nd reading left out a motion passed in the 1st reading to include terms librarians and Educational Opportunity Center faculty. **Correction noted without vote.**
 - Motion made by Dr. Zubrow and seconded to include section E. The President, Provost and Vice Provost for Faculty Affairs will work with the deans and the chairs to assure that mentoring will not be an increase in workload and will count for assessment. **Approved 39/8/1**
 - Question called and amended resolution **unanimously approved**
- Motion by Dr. Dyson to postpone the 1st Reading of SUNY Resolution for Public Statement on Ethical Principles until November 15, 2016 meeting **unanimously approved**
- Social Media presentation by UB Office of Shared Governance student assistant Caroline Lojacono
- Motion by Dr. Udin to rescind and amend the Resolution for a UB policy for Modified Faculty Teaching Duties for Extraordinary Life-Changing Events approved May 3, 2016 **unanimously approved**
 - Motion made by Dr. Udin and seconded to change the word "leaves" in number 7 to "modified duties" **unanimously approved**
 - Question called and amended resolution **unanimously approved**

Meeting adjourned at 4:28p

Submitted by Cynthia Tysick, Secretary of the Faculty Senate

University at Buffalo Faculty Senate
 Executive Committee
 September 14, 2016

Proposed resolution for amending current policy on University Wide Faculty Mentoring Program

Whereas,

On Oct 20, 2010 President Simpson approved the current *University Wide Faculty Mentoring Program*, which had been previously passed by the Faculty Senate and its Executive Committee (the Program).

In spring 2015, President Tripathi and Provost Zukoski, formed a *Mentoring Review Committee* tasked with conducting a REVIEW of the current mentoring program and submitting recommendations for revisions. The final report was submitted to Vice President Granfield on Dec 2015 (the Report).

In response to these findings and recommendations and to uphold the fundamental purpose of the Program, which is to advance a faculty member's career, the Program shall be revised as follows.

Be it resolved that:

- A. All schools and departments shall provide mentoring for all tenure-track or clinical/research/adjunct faculty, and for tenured associate professors within the first five years after tenure is granted.

The Deans are responsible implementing and overseeing the Program at the School/College level and will report annually on School-wide activities related to the Program.

The Department Chairs are responsible for implementing and overseeing the Program at the Department level and will report annually on departmental activities related to the Program.

- B. A standing university committee, the "Mentoring Advisory Committee" (the Committee), shall be formed of fourteen (14) faculty members, one from each of the twelve (12) units and/or schools, one (1) faculty member from University Libraries and one (1) faculty member from The Educational Opportunity Center, appointed by the Provost for up to two three-year terms; the Vice President for Faculty Affairs should be an ex-officio member of the Committee.

The Committee shall oversee all campus-wide mentoring activities,

The Committee will receive and evaluate annual reports from Chairs and Deans on mentoring activities, successes and challenges, and remaining needs.

The Committee will coordinate periodic assessments of the Program, including periodic surveys of Chairs, Deans and mentees.

Based on the received reports from Chairs and Deans, and on internal survey results, the Committee will report to and will make recommendations to the Provost.

- C. A new annual award, the "UB Award for Excellence in Faculty Mentoring" (the Award) shall be established; the eligibility criteria for nominations and the selection process will fall under the purview of the Committee in association with the Office of the Vice President for Faculty Affairs.
- D. A new website, "Building an Effective Mentoring Culture at UB" (the Website), shall be created and maintained by the Office of the Vice President for Faculty Affairs, and shall be reviewed annually by the Committee.

Standing Committee on Faculty Tenure, Promotions, and Privileges

Proposal for UB policy for Modified Faculty Teaching Duties for Extraordinary Life-Changing Events

Whereas, UB is committed to providing a family-friendly atmosphere for its faculty;

Whereas, UB has no unified policy for modification of teaching duties to accommodate the needs of new parents (Some units of UB, such as the School of Engineering and Applied Sciences, have a clearly articulated policy that relieves tenure-track faculty of all teaching for a semester either preceding or following the birth or adoption of a child. In contrast, other units of our university have no explicit policy);

Whereas, UB has no unified policy for modification of teaching duties to accommodate other life events that place extraordinary demands, such as a dying family member;

Whereas, A growing number of universities, including public AAU institutions such as Boston University, the University of Kansas, the University of California at Berkeley, the University of California at Davis, the University of California at San Diego, the University of Illinois at Urbana-Champaign, the University of Maryland, and the University of Michigan have uniform family-friendly policies that meet the needs of new parents on their faculties (These universities have instituted policies that grant at least one semester of no teaching for new parents. We propose that UB, In keeping with UB's status as an AAU university, do likewise);

Whereas, The proposed policy is beneficial not only for our individual faculty members but also for UB's success at recruiting and retaining high quality faculty (Without such a policy, our university is not well-positioned to compete with other peer universities that offer more humane policies);

Whereas, Teaching duties are inflexible in their scheduling, a modified teaching duties policy is intended to relieve faculty members from unnecessary hardship during a period of unpredictable demands; and

Whereas, Faculty will have modified teaching duties, they will still continue to contribute full time and to fulfill their appointments;

Resolved, That UB institute a policy whereby all new faculty parents will be granted requests to be relieved of teaching for one semester either preceding or following the

birth or adoption of a child;

2. That the term "faculty" shall include both qualified and unqualified faculty as well as librarians;

3. That If both parents are in the same department, the course relief for the two parents should not be in the same semester, but should be within the same year;

4. That if a parent prefers, the accommodation can be spread over two semesters, with partial course relief in both;

5. That for or other life-changing events, the same general policies will apply;

6. That there will be no requirement to make up the untaught classes at a later time;

7. That these leave durations shall be a minimum, with extensions available in the event of extenuating circumstances;

and

8. That the above policy complements the State benefit information about Leaves due to Pregnancy, Childbirth and Childcare, which is at the following URL:

<http://www.buffalo.edu/administrative-services/for-faculty-staff/time-attendance/leave.html>.

Proposal submitted 2/8/16 by Susan Udin

Edited 2/10/16 by Richard Gronostajski

Amended by Philip Glick 2/26/16