

FACULTY SENATE

Minutes of December 8, 1998 - (approved)

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The Faculty Senate met at 2:00 PM on December 8, 1998 in the Center for Tomorrow to consider the following agenda:

- [1. Approval of the Minutes of October 13, 1998](#)
- [2. Report of the Chair](#)
- [3. Talloires Declaration - second reading](#)
- [4. Report of the Faculty Senate Academic Planning Committee](#)
- [5. Old/new business](#)
- [6. Report of the President/Provost](#)

Item 1: Approval of the Minutes of October 13, 1998

The Minutes of October 13, 1998 were approved.

Item 2: Report of the Chair

In order to have sufficient time for discussion of other issues scheduled for this meeting, the Chair's Report (attached as Appendix I) was distributed to Faculty Senators in written form with the agenda mailing. The Chair orally added that this meeting was the last Provost Headrick would attend as Provost, and the Chair intended to recognize Provost Headrick for his participation and cooperation with Faculty Senate.

Item 3: Talloires Declaration - second reading

The Chair asked Professor Welch to speak about the Resolution on the Talloires Declaration. Professor Welch read the Resolution: "Be it resolved, that the Faculty Senate urges President William R. Greiner both to sign the Talloires Declaration, and to ask appropriate University groups to undertake or continue the actions listed in it." He noted that there had been extended discussion of the Declaration at the October Faculty Senate meeting which

had perhaps answered most Senators' questions. A listing of Association of American University members who have subscribed to the Talloires Declaration shows that if UB subscribed, we would be in distinguished company. There was a motion (seconded) to approve the Resolution. The Chair asked for discussion of the motion:

- do we know what President Greiner's position on the Talloires Declaration is? (Professor Malone)
- in Faculty Senate Executive Committee, President Greiner expressed his desire for a recommendation from Faculty Senate on the issue; other bodies on campus have urged the President to sign the Declaration (Professor Welch)

The Resolution was approved.

Item 4: Report of the Faculty Senate Academic Planning Committee

The *Charter of the Faculty Senate* charges the Senate with giving advice to the Provost on any change in the academic organization of the University. To that end FSEC briefly discussed the merger of the Department of Statistics into the Department of Social and Preventative Medicine and then referred the matter to the Academic Planning Committee for its consideration. The Chair asked Professor Welch, Chair of the Academic Planning Committee to present the Committee's report.

Professor Welch first thanked both the members of the Committee for their hard work and those who spoke to the Committee. He then noted that the report contains few surprises since the University has had long-standing discussions over the appropriate placement, expectations and support for the former Department of Statistics.

The University expected the Department of Statistics to fulfill three roles: to function as a doctoral unit, to function as an undergraduate teaching unit, and to function as a research support unit. By the early 1990s the University was unable to supply sufficient resources to the Department to fulfill all of these roles.

Following the administrative transfer of the Department of Statistics from the Faculty of Natural Sciences and Mathematics to the School of Medicine and Biomedical Sciences, the then Dean Triggles undertook a thorough analysis of the roles and needs of the Department. His report, though recognizing the largely dispersed nature of the teaching of statistics at UB, saw an important place for the discipline per se.

The Department of Statistics fit imperfectly into the School of Medicine. The Department taught undergraduates rather than professional and graduate students and was interested in pure statistics rather than applied statistics.

The cuts in resources of the early 1990s caused the School to reconsider its commitment to the Department of Statistics and to look to the Provost for support of this extra Department. The Provost's Office had, however, cut central reserves in order to avoid retrenchment. In 1996 the Provost accepted a proposal to merge Statistics into the Department of Social and Preventative Medicine, emphasizing bio-statistics. This may have made good sense administratively and academically for the School of Medicine. However, in view of the wider basis of the Statistics Department and of the unit's troubled history, insufficient attention was given to the repercussions and implications for faculty consultation.

In contrast to Statistics, there have been several relatively smooth mergers: Biophysics-Physiology, Music Education, and SILS-Communications. What is important is open, informed dialogue and effective faculty consultation in the process.

The Academic Planning Committee is deeply concerned about the need for two-way dialogue. Faculty have the responsibility to engage in meaningful discussions in which the possibility of suspending or eliminating programs is not ruled off the table. Administrators must recognize that they may not be persuasive to all faculty, that "talk takes time," and that the health of the University involves not only making difficult decisions but also requires extensive attention to effective governance.

The "bottom line" of the Committee's report states "The procedural problems and errors that arose in this matter, notably through the regrettably and deplorably limited extent of faculty consultation, must not be repeated."

There was a motion (seconded) to receive and file the report. The Chair in order to insure full discussion of the issues asked if the Senate had any objection to being addressed by Professor Guttman, Chair of the Department of Statistics. There being none, Professor Guttman spoke for about ten minutes (full text attached as Appendix II).

Professor Guttman described his employment contract with UB which promised him that "the minimum faculty number in the department will be seven, and we will work with you to increase that to eight." However in spite of hiring four faculty, the Department never numbered more than six.

His contract also stipulated that Professor Guttman was to deploy the Department's resources with added emphasis on biostatistics and on statistical consulting. Professor Guttman characterized the Department as making "uninterrupted progress" towards those goals.

In May 1996 Professor Guttman was told by Dean Naughton that the Department would be merged with the Department of Social and Preventative Medicine. In January 1998 a student stop on the Department's Ph.D. and M.A. programs was instituted. In neither case was there any prior consultation with Professor Guttman as Chair of the Department.

Professor Guttman believes that the School of Medicine had over-promised resources to the Department of Statistics and to the Department of Social and Preventative Medicine. The merger satisfied SPM's claim for resources and eliminated Statistics' claim.

Professor Guttman asked the Faculty Senate to pass a motion of censure. He holds the administration culpable in making a decision which leaves UB academically vulnerable, in not consulting the Department of Statistics in making that decision, and in disregarding established channels of faculty governance.

The Chair thanked Professor Guttman for his presentation and added that Vice Provost Goodman and Vice Provost Triggles had declined the Chair's invitation to make statements. The Chair asked for discussion on the motion to receive and file APC's report:

- the issue of Statistics has been a twenty-five year history of colossal mismanagement; the Faculty Senate has not exercised its mandate to look at the quality, direction and admission standards and degree requirements of graduate and professional degree programs; the administration has disregarded the provisions which stipulate that the Faculty Senate "shall review prior to adoption all formal plans regarding the future of the University" and "shall review prior to adoption all proposals regarding the formation, renaming, reorganization or dissolution of academic units (Professor George)

Professor George offered (seconded) an amendment by total substitution of the original motion as follows: "move that the Senate receive the report and file it for the record. Moreover, the Senate directs its Chair to communicate our extreme displeasure to the administration, especially that proper *Charter* procedure as outlined in Section II C 2 were not followed." The motion to amend by total substitution passed. The Chair then asked for a vote on the motion as amended. The motion passed.

This being the final Faculty Senate meeting that Provost Headrick would attend as Provost, the Chair recognized Provost Headrick for his long and devoted service to the University and also his loyal participation in FSEC and Faculty Senate meetings. The Provost was warmly applauded.

The Provost commented on the prior discussion about Statistics. The Provost agreed that he and Dean Naughton set in motion the process of merging the Department of Statistics into the Department of Social and Preventative Medicine. The community knew about the proposal for two years; if the proposal was not properly discussed or brought before the Senate, the Provost takes responsibility for that as appropriate.

The Chair recognized Professor Boot. Professor Boot praised Professor Guttman as an eminent statistician and scholar and a highly effective Chair of the Department of Statistics who successfully met the goals established by the administration for the Department, even though the Department never reached the faculty strength promised. He decried both the administration's isolation of Professor Guttman and its comments tending to disparage Professor Guttman's competence. Professor Boot then offered (seconded) the following motion: "Whereas there is ample evident that Dr. Irwin Guttman has been a competent and constructive Chairman of the Department of Statistics, among which evidence his *vita*, showing numerous publications both before and after his arrival in Buffalo, and numerous honors such as fellowships in the ranking professional societies in statistics and a gold medal, and much more ----- and among which evidence his detailed *Annual Reports*, indicating the departmental productivity in teaching, research, and service, a stellar record in hiring new faculty, the formation of a statistical consulting laboratory, and the launching of an active seminar series with speakers of international stature, and much more ----- and whereas there is no evidence *contra* to indicate that Dr. Guttman can be found wanting in any of the responsibilities he carried, BE IT STATED that any and all aspersions cast on Dr. Guttman's tenure as Department Chair from 1993 to 1998 are an outrageous assault on the truth."

The Chair indicated this was a first reading of the motion. There being no discussion of the motion, the Chair stated that the motion would come at the January Faculty Senate meeting.

The Chair again recognized Professor Boot who offered another motion (seconded) as follows: "Whereas the decision to fold the Statistics Department into the SPM Department was *de facto* made in 1995, and the decision to deactivate the Ph.D. program in Statistics has already been implemented, and whereas there has been no input from the faculty, speaking via the Faculty Senate governance channels, into these decisions despite the ample time available since 1995 to solicit such input, and whereas these decisions were not based on anything involving peer review, cost-benefit analysis, university and system-wide repercussions, or the rules and regulations which pertain to the abolition of degree granting

programs, both UB rules and SUNY rules, therefore the faculty, speaking via the voice of the Faculty Senate, CENSURES the administration for not following their own rules and the system-wide prescribed rules pertaining to the actions taken; CENSURES the administration for its brazen disregard of input via established faculty governance councils, and CENSURES the administration for the actual steps taken, which will come to haunt us in the education of our students, in the advancement of the science of statistics, in the competitiveness of our grant proposals across the spectrum of health sciences and core campus areas, and in our ability to meet the needs of New York State and wider constituencies for trained statisticians.

The Chair asked for comments on the resolution:

- read the motion which we passed earlier in the meeting to see if it supersedes or adds to the resolution now offered by Professor Boot (the Secretary read the motion); who specifically is intended by "the administration," which is a meaningless term? (Professor Malone)
- the term "the administration" is proper and understandable (Professor Boot)

There being no further discussion, motion will return to the Faculty Senate at its January meeting.

Item 5: Old/new business

The Chair recognized Professor George, who outlined a proposal for changes to the *Charter of the Faculty Senate*.

Under the provisions of the *Charter*, we are not a Senate for UB's graduate programs, having extremely limited responsibilities for them. The "Graduate Faculty" is charged with most responsibilities for graduate programs. The Graduate Faculty has selected (not elected) representatives, committees and an Executive Committee. Such a non-democratic structure can not provide adequate oversight to prevent the kind of things we talked about for the last hour.

Furthermore, approximately three quarters of Senators come from departments that have no undergraduate students. Since discussions of undergraduate matters are not of particular interest to those Senators, the Faculty Senate has had difficulty getting and keeping a quorum.

The re-organization of the Faculties into the College of Arts and Sciences is a good opportunity to re-examine the role of the Senate, since the Senate should no longer have to mediate among those bodies. The Senate should have responsibility for undergraduate, graduate and professional programs. This change would not infringe on the structure of faculty committees, of the departments or the Provost and Deans. Just as Vice Provost Goodman comes to the Faculty Senate to explain what is going on in undergraduate programs, so would the administrators responsible for the graduate and professional programs.

To accomplish this change of role for the Senate, Professor George suggested inserting in the *Charter* as Article II 2. B (2)(a) the following: "The Senate shall discharge the powers and duties of the voting faculty regarding graduate and professional degree requirements. These include but are not limited to, educational requirements and other matters of academic policy common to the graduate and professional programs of the university." Additionally, renumber without change to the content the present Article II 2. B (2) to Article II 2 B (b) so that it follows the above.

Professor George then offered (seconded) the following motion: "move that the proposed bylaws changes be referred to the Bylaws Committee with a report and recommendation to this body by its March meeting.

The Chair asked for comment on the motion:

- explore whether this increase in responsibilities would make the Senate even more over-committed than it already is; its committees are, for example, now hard pressed to prepare thorough reports on the issues for which we are already responsible (Professor Swartz)

- Professor Swartz's comments go to what the Bylaws Committee should consider, not whether the motion should be referred to it (Professor Schack)

Professor Schack then moved (seconded) to remove the reporting date from the motion on the floor. The Chair asked for comments on the motion to amend:

- Committees don't always produce timely reports, nor do they always respond to the Chair's suggested schedule; it is appropriate to consider the proposal expeditiously while the College of Arts and Sciences is drafting its bylaws; the role of the Bylaws Committee is to identify issues that should be considered when the faculty are asked to vote on the proposal (Professor George)

The amendment to the motion on the floor failed. The Chair redirected comments to the main motion:

- the motion limits the Senate to responsibility for degree requirements common to the graduate and professional programs, but there is little in common among these programs; expand the role of the Senate (Professor Adams-Volpe)
- the charges here overlap almost entirely with functions performed by the Graduate School Executive Committee and faculty (Professor Wooldridge)
- other structures need not be affected by this motion since the Senate should not be involved at the level of day to day detail (Professor George)

The motion carried.

Item 6: Report of the President/Provost

Provost Headrick summarized his three and a half year tenure as being directed at trying to change the way in which we think about managing this University and translating that into a plan of implementation. Decision making authority and responsibility should be shifted more

to the Schools and Departments, and that is where the real faculty involvement in decision-making, both academic and financial, ought to occur.

The Provost has started a five year planning process, working through with each of the Schools projections on their needs and financial expectations and resources. In the next six months he will try to complete that process, consulting widely within the University. Out of that should come a redefinition of the Office of Provost, in which the job of the Office is to identify those things of academic importance which the University is not doing and should be doing, but for which no one else is advocating. Likewise the Office should identify those things which the University is doing, but for which there is not a strong reason to continue.

The Provost should not be involved in daily operations or minor resource allocations. Those functions belong to the administration and faculty of the Schools and Departments. We should be building a decision making and resource allocation system based on those premises and values. If we do so we will become a better and stronger University

The Chair thanked the Provost for his remarks. Asking for any additional new business, the Chair recognized Professor Cavior. Professor Cavior asked whether the Senate would consider calling upon the administration to convene a meeting of the various statisticians on campus to insure that needed statistics courses would be offered on a regular basis.

Vice Provost Goodman assured the Senate that there were strong guarantees in place that Statistics 111, 112, 119, 301 and 302 will be offered on a regular basis. That covers undergraduate needs.

The meeting was adjourned at 3:15 PM.

Respectfully submitted,

Marilyn M. Kramer

Secretary of Faculty Senate

Present: Chair: Peter Nickerson

Secretary: Marilyn Kramer

Architecture & Planning: H. Hata

Arts & Letters: J. Holstun, M. Hyde, J. Ludwig, M. Wickert

Dental Medicine: R. Baier, G. Ferry, B. Boyd

Engineering & Applied Sciences: D. Benenson, W. George, R. Mayne, R. Sridhar

Graduate School of Education: B. Johnstone, L. Malave, L. Yang

Health Related Professions: L. Gosselin, S. Nochajski, J. Tamburlin

Law: L. Swartz

Management: J. Boot, J. Newman, C. Pegels

Medicine & Biomedical Sciences: M. Alashari, B. Albini, D. Amsterdam, S. Awner, E.

Fine, W. Flynn, A. Michalek, B. Noble, S. Rudin, A. Saltzman, F. Schimpfhauser, C. Smith, J.

Sulewski, B. Willer, J. Brooks, A. Vladutiu

Natural Sciences & Mathematics: M. Bisson, M. Cowen, S. Cavior, K. Regan, S. Schack

Nursing: M. Johnson, P. Wooldridge

Pharmacy: T. Kalman

Social Sciences: Wm. Baumer, H. Calkins, J. Dewald, L. Dryden, M. Harwitz, J. Lawler, P.

Luce, J. Meacham, E. Segal, S. Singer, B. Smith, L. Vardi

SUNY Senators: J. Adams-Volpe, D. Malone, C Welch

University Libraries: C. Densmore, Wm. Hepfer, D. Woodson, M. Zubrow, H. Booth

University Officers:

Thomas Headrick, Provost

Guests: K. Levy, Senior Vice Provost

N. Goodman, Vice Provost

S. Wuechter, *Reporter*

J. Gardella, Chair, Environmental Task Force

Excused: Graduate School of Education: L. Klenk

Medicine & Biomedical Sciences: D. Swartz

Natural Sciences & Mathematics: S. Bruckenstein

Absent: Architecture & Planning: S. Vassigh

Arts & Letters: M. Frisch, J. Rickard

Dental Medicine: M. Easley, M. Neiders

Engineering & Applied Sciences: S. Ahmad, S. Mohan

Graduate School of Education: C. Hosenfeld

Information & Library Studies: G. D'Elia

Law: I. Marcus

Management: R. Ramesh

Medicine & Biomedical Sciences: J. DeBerry, S. Gallagher, S. Greenberg, R. Heffner, H. Schuel, S. Spurgeon, A. Wakhloo

Natural Sciences & Mathematics: J. Berry, M. Churchill

Pharmacy: R. Madejski

SUNY Senators: J. Fisher

APPENDIX I

Report of the Chair, 12/08/98

The meeting of the Faculty Senate in November was canceled; it became evident at our FSEC meeting on Wednesday before the meeting that the principal item of business for the Senate was not ready for presentation. I have heard that some Senators did not receive notice of the cancellation. The notice for cancellation was sent out electronically on Thursday and the paper copy went out on the same day. We do not have the support staff to be able to telephone all of the Senators. If you do not have access to e-mail, please give me a note and we will try to telephone you if this happens again.

The Deans have met in open session with the Provost once this semester. This is a very useful forum to find key items that are being discussed by senior administrators. The first

part of the meeting was open before they went into executive session. Several items were discussed:

- Faculty Fellows in Administration: My proposal, discussed by the FSEC and the Faculty Senate and presented to the President I now in the implementation stage. The proposal calls for members of the faculty to be assigned to a senior administrative officer of the University and to be given a project that would be related to the area of expertise and needs of the administrator. Provost Headrick indicated that the Deans are also senior administrators and asked for project proposal from them. This proposal the Provost said will also allow us to address such issues as the glass ceiling for women and for minorities.
- There will be a new formula for determining space inventory that will allow us to determine the indirect cost recovery rate. The new approach asks for the actual use of space by employees working on a sponsored project. Once the paper work is done, we will be audited (may go into space and ask employees about who works in the location. February 1st '99 is the date for setting the rate, although paper work will do out in advance of that date.
- Dean Mitchell described a conference on urban girls that will occur April 14-16, 2000. This conference is being co-sponsored by the Institute on Women and Gender and by the Graduate School of Education.
- SMART-NY related to obtaining an additional investment from NYS (an initiative from SUNY and from Cornell) for research. It is important for UB to add specific initiatives.

Activity of Committees of the Faculty Senate:

- The Educational Programs and Policy Committee has met twice. With Professor Barbara Tedlock as Chair, the Committee has divided into three subcommittees: (1) examination of skills requirements, including computer literacy, (2) general

education and its possible extension to undergraduates in all faculties (3) Program assessment. The committee is also interested in discussing the "Freshman Year."

- Admission and Retention. I have asked Professor Fournier to report to us on the formula for undergraduate admissions. He will likely be ready in March so that the Senate should consider this issue during the current academic year.
- The Academic Planning Committee has met regularly this semester, three meetings being devoted to the Reorganization and elimination of the Department of Statistics. The Committee is now working with Provost Headrick on his draft of the Mission Review. It is my intention to bring the report to the Senate for discussion.
- The Budget Priorities Committee was asked last year to report on a resolution from the Faculty Senate Affirmative Action Committee relating to salary inequities. The data has been obtained from the first discretionary increase. An interim report will be prepared by the Chair, Professor Hamlen and sent to me (I will refer it to the Affirmative Action Committee) and will ask for them to talk to the FSEC. The Committee is also examining a proposal for Uniform Administration of endowment funds (UB endowment held by SUNY and the UBF endowment). The Committee also is discussing the draft of a document: Revenue Generating Policies and Guidelines Committee Recommendations for Income Fund Reimbursable (IFR) Buy-out.
- Two Committees: Facilities Planning and Information and Library Resources have been reviewed and given charges by the FSEC.

Response to Resolutions of the Faculty Senate: The two resolutions (1) Grade Replacement and (2) Achievement Testing have been submitted to the President (Achievement testing resolution also sent to the University Faculty Senate). There has been no response yet.

APPENDIX II

Addresss by Professor Guttman

Ladies and Gentlemen of the Faculty Senate

My name is Irwin Guttman, and I came to UB in 1993 as Chairman of the Statistics Department, housed in the Medical School. My appointment contract, signed by Dean Naughton, promises and I quote, "the minimum faculty number in the department will be seven, and we will work with you to increase that to eight", unquote, this from the five filled positions we had. My marching orders in the same letter were to deploy these resources with added emphasis on biostatistics and on statistical consulting, so that the wider UB audience, as well as local hospitals could indeed tap our unique expertise.

My annual reports, which were quite detailed and always timely, paint a picture of uninterrupted progress. By 1996, after three years on the job, we had hired four very promising faculty, of which two were in biostatistics, we had an up-and-running, rather than moribund, statistical consulting laboratory with billings to, among others, all eight of our major hospitals; we had over 1,000 students annually, we typically graduated from 12 to 20 BA's and much the same number of MA's per year, as well as one or two Ph.D. students per year, and we published at a steep rate. Additionally, we had established an effective Biostatistics Unit, and we had a seminar program with some 50 truly ranking speakers, from Harvard, Wisconsin, Center for Disease Control, etc. etc. We had obtained grants, the first in years, one of about \$100,000 and the other, a \$30,000 grant from NSF that enabled us to establish a computation lab second to none, used for research and instructional purposes, and for analysis of data generated under advice from our activities in the Statistical Consulting Lab, a facility second to none! We had a solid cadre of Ph.D. students, a high application rate for our MA and Ph.D. programs, and an active undergraduate program, and importantly, our graduates all landed lucrative jobs in short order. Our department, after an admittedly difficult period, was up and running. And all this was on the record.

Also on record was the constant refrain that we had not been allowed to grow to our contractually stipulated size of 7-8 faculty - for despite our four hires, we had stayed at a rather constant size somewhere below six, on account of retiring or resigning faculty.

But not on the record, was a major concern, for there were persistent and ever louder rumors that our department was to be merged with the Department of Social and Preventive Medicine, SPM. Nobody, absolutely nobody in authority told me of these plans up front, but students in SPM and even our secretaries, alerted us to this eventuality. And indeed, at the end of May, 1996, my third year here, Dean Naughton announced to me that quote ""the Provost has decided to merge Statistics into SPM". More on that later, but sufficiently disturbed, I, at my initiative, asked for an audience with the Provost.

The conversation with the Provost took place in the first week of June, 1996. It was a useless conversation. The Provost knew nothing, absolutely nothing, about the Statistics department; nor did he even feign interest. He was not to be bothered by facts, he was not to be bothered by figures, he was not bothered by faculty.

With the benefit of hindsight, and information since learned, some of it recently, it is clear that the decision to subsume our resources with those of SPM had been made some time earlier, in fall of 1995.

As I understand it, at the time of our move to the medical school in 1990, President Greiner was quoted in the Reporter as saying that, quote, "No one is making a pitch for the closing of the Department of Statistics or any of its degree granting programs", unquote. How right he was: Nobody ever made a pitch - they just did it.

Now fast forwarding, in January of 1998, again without any conversations with the department chairman, and indeed without even somehow informing me, a student stop was instituted for our Ph.D. and M.A. programs, and as well, our undergraduate major program. In February of 1998, I was allowed to address a committee with five out of six members being administrators hand-picked by Provost Headrick, to put a veneer of legitimacy and consultation on all these machinations, and by the way, let me emphasize, there was not one statistician on this committee. I spoke with them, and gave them lots and lots of information, but - they did not listen, or in any event they did not hear, or in any event nothing of my information filtered through in their final report - which stands to reason, for their report just served to confirm a decision made long ago: Let Statistics cease.

In Canada, we read Punch magazine , and I'm reminded of an old joke of Punch, where a mother shouts to her children in an adjacent room: "Children!" - reply - "Yes, Mother." And mother shouts - "Whatever you are doing, Stop it".

So here also: Never mind your accomplishments, your progress, the needs of UB -just cease to be.

The impetus for our demise, incidentally, is quite readily identified, and uncontested. In appointing me as Chair, the Medical School had overpromised on its ability to deliver resources, and so we were constantly kept short two lines. Similarly, they had overpromised to the SPM department. Added to departures of in-house SPM statistical expertise, and the threat of a grant-garnering chair of SPM to leave for Connecticut, they could solve two problems in one swell foop - oops, I mean, one fell swoop: Give our resources to SPM, so they have the resources promised and the statistical expertise, and the department of statistics will simply no longer exist, and thus no longer compete for resources. The decision was made in one phone call, as best I can determine in November of 1995, Naughton to Headrick. Ever since, Naughton, as I indicated earlier, blames Headrick for the decision, and Headrick blames Naughton. In truth, they are both in cahoots, and both culpable, culpable, culpable!

Culpable, substantively, in reaching the decision made, which will relegate our University to second - rank, non-competitive in grants, and not serving the demands of the market out there for trained statisticians who are sometimes asked to be number-readers. But also guilty in consistently leaving the department out of the loop - even the 1998 report, dated May 11th, and widely circulated as of that date, was not shared with our department until July 20, 1998. The time allotted prevents me to relate the lack of signatures, for only Dean Trigg signed the report; the change after dating, meetings of the committee held subsequent to May 11th, (the date of the final report), and I repeat, the date of the final report is May 11th, with meetings after this date; the curious updating and redating of this document, but I will be glad to elaborate on all this to interested parties. It was a complete shambles, a complete sham!

Yet, culpable most of all, by completely disregarding established channels of faculty governance, including bypassing the bylaws of the Medical School. And they cannot plead urgency: since Fall 1995 three years have elapsed, ample time enough to obtain the benefit of faculty counsel. But just like they deliberately left me out, so did they avoid sharing their blankety-blank little secret with you - they knew it was blankety-blank, that's why they quote 'just did it' unquote. Arrogance, and insolent self-assertion are their watchwords. We know best, the faculty can take a hike - this is the only way to describe their actions.

I plead with you, members of the Faculty Senate, the most important body that this University has, to be equal to the task at hand. Please don't be defeatist, please don't shrug that it's a done deal and don't worry primarily about Statistics. In fact, I believe Statistics is dead at UB for at least 5-10 years, and Statistics is only one of many examples of their behavior. Worry, that what once occurred can readily happen again, in your domain; for the so called crew on the bridge hasn't changed, and they have not shown one iota of remorse for these developments, instead proudly beating their puffed up breasts that they finally did it, and got away with it. And again, statistics is only one example of decisions made without your input!

What I ask you to do is to pass a motion of censure. I am not a member of this august body, and I am not equal to the task of formulating such a motion in parliamentary manner - I am just a statistician. But I rely on you to try to send a signal that the administration cannot fail to understand, that they are indeed accountable - this would be achieved by a motion of censure, for what they did, that is, (1) demolish statistics, and (2) importantly, what they did not do, that is, follow established procedure of faculty governance, as has been the case in other instances.

I have referred earlier to statisticians who are sometimes called on to act as number readers. This administration reads the numbers as follows - that of the 62 AAU universities, they say that only 70 percent have statistics department and emphasize that twenty don't have a statistics department conveniently forgetting the 42 out of 62 that do - but further, by my reading of the evidence, which I conveyed to President Greiner November 19, 1997,

with receipt acknowledged by him, there are but 7 AAU universities out of 62 without identifiable, advanced degree granting statistics units, sailing under whatever flag, or by whatever name, for example, Math and Stat., etc. Many AAU universities have more than one statistics department, typically statistics and biostatistics, and the average is well above one per AAU university. So please take note - we, UB, the flagship university of the SUNY System, we now rank with Clark University in Worcester - please note.

I was given a certain amount of time (10 minutes) - they are gone: I could have spoken, literally, five hours.

Ladies and gentlemen of the faculty senate - colleagues - the future of this body and this university is in your hands. I wish you godspeed in your deliberations, and of course, I will answer any of your questions as best as possible.