PSS General Membership Meeting
Thursday, January 31, 2013

Agenda

1. Welcome
2. Guest Speaker: President Satish Tripathi
3. Report of the Elections Committee
4. Report of the Chair
5. Report of the Vice Chair
6. Old/New Business
7. Adjournment

Meeting Minutes

1. Welcome

Ann Marie Landel welcomed everyone to the meeting.

2. Guest Speaker: President Satish Tripathi

Overview of what’s going on at UB. We have a tremendous opportunity to move forward.

Realizing UB 2020UB’s vision: distinctive, renowned, and impactful. Our goal hasn’t changed – we want to be one of the top research universities in the US. We have a lot to do to achieve this goal.

Economic development – If you’re not a top research university, forget about economic development. Only if we are really an excellent university, graduate the top students – that’s how can make an economic impact.

It takes a lot of things to do that: how we teach our students, how we do our research and scholarship, how do we solve our problems of today, how can we be relevant in society. At the same time, how can we do fundamental research that might be useful to society? We have to honor all the different aspects: research, scholarship, and education. All of us are part of that. We are pillars to support this.

Realizing UB 2020 Common Principles:

- distinctive
- relevant
- leadership
We have been through strategic planning process before. We had the strategic strengths. What is different today?

- The strategic strengths were a way to get people from different disciplines to work together.
- In terms of the themes, how do we solve societal problems? What are the main areas where we can make a dent in solving them? Many of the strategic strengths have come together to solve some of these problems.
- Also, we want to make sure that we continue to work across the university. One of the major complaints is that there are a lot of silos. How can we work together?

How do we achieve Realizing UB 2020?

- The only way you can transform a university is to have the best faculty. World-class faculty = world-class university. It’s not undermining the staff at all. The infrastructure has to be there. We have to harness faculty research, scholarship and discovery and make an impact.

How do we transform the environment?

- The 21st century is changing, MOOCs, online courses. How does UB fit into the 21st century?
- Short-term: Not as much impact in terms of online courses
- Long-term: online learning will definitely impact how we deliver education and how we educate our students.
- What kind of educational institution will we look like?

This is the next phase of UB 2020. Implementation is going on.

This is also a critical moment for UB in terms of regional opportunities, with both the Buffalo Regional Economic Development Council and the Billion for Buffalo. We are fully involved in the region. We want to make sure what we’re doing aligns with and is relevant to what’s going on in the region.

We are investing in our faculty:

- growing our faculty across the disciplines
- hire about 250 additional faculty
- growing research expenditures by 40% over 5 years

Winter Intercession:

- This is part of getting students to graduate in 4 years. Previously, the culture on campus was that you could not graduate in 4 years. There was a negative message. We should do what we can to help students graduate in 4 years.

Experiential Learning:

- Should students be required to do experiential learning? Should students be required to get involved in the community? Through internship, civic work, volunteer, study abroad? Should it be something that distinguishes our students? Connect them to employers.
- This could help distinguish our students.

Investing in our students through Finish in 4:
• 40% of the freshman class has signed up
• 300 new course sections added in the fall which equates to 12,000 new seats
• Students can get the classes they need

Why are students not graduating in 4 years?
• Is it because the courses are not available?
• Many have financial issues and students work.
• We need to work to get more scholarship money.

In order to provide the transformative environment where students, faculty and staff can excel:
• We need to provide the physical conditions, so we can compete nationally for faculty and staff.
• We can attract good faculty, especially for programs with labs.
• New buildings in the past 18 months:
  o Greiner Hall
  o Solar Strand (we are in the top 15 of national universities in terms of sustainability)
  o Davis Hall
  o Clinical Translational Research Center
  o Kapoor Hall
  o Dining hall: Culinary Crossroads Center
  o EOC building will be opening in June

The next major project is the new Medical School on Main and High Streets
• We have all the land at some level acquired; all MOUs signed
• HOK architectural firm will be designing the building
• On target to have ground-breaking ceremony in Sept 2013
• Final design should be public in the next couple of months
• Working with faculty, staff and students within the campus
• The facility will be about 500,000 sq. ft.
• Working with community: hospitals, neighborhoods, civic leaders
• The building will be connected to the South Campus via one train ride. The Allen Street station will be integrated with this building.

UB is already downtown:
• Center of Excellence, which has been operation for the past 5 years
• CTRC
• Gateway Building (former M Wile building)
• EOC, which will be next to the M Wile building
• Research Institutes on Addiction

The Medical School will be the anchor tenant in the neighborhood for the health sciences. Other groups within the complex:
• UB MD physicians
Women and Children’s Hospital

We have thought about all 3 campuses. We are not abandoning one campus for another. In the past three years:

- North: spent $292M
- South: spent $203M
- Downtown: spent $187M
- We are making an investment in all 3 campuses at the same time.

On the South campus, we will remove 60 year temporaries. We will restore the campus to the EB Green campus it was at one time.

Priorities for sustaining our momentum

- SUNY 10-year capital plan: there is no capital money on the budget and nothing for deferred maintenance.
- Capital and operational support
- NY Works Task Force
- In the past, there have been times when there was no critical maintenance money. We have to continue to improve the quality of our buildings.
- We have asked for a new Center of Excellence on Materials Manufacturing. This will come from a different source of money—the Empire Development Corporation. We will be working on this.

This is a very exciting time.

- We are in the 2nd year of 5 years of stability. We have predictability in our budget.
- Hiring faculty
- Getting good programs
- Getting good education to students

President Tripathi added that he is lucky and privileged to be leading the institution at this time in the history of UB.

Questions:

Regarding the university goals—teaching, research, economic development; research is dominating or is the most prominent goal related to economic development and related to teaching. How does good research translate into good teaching? How does it play into long-distance learning? Research and teaching are two distinct skills. How does this play out in our strategy?

- President Tripathi’s reply: If someone says they teach and don’t do research, they don’t belong at UB. We are a research university. Faculty don’t have the teaching loads that would preclude them from doing research. There are very few exceptions where a good researcher is not a good teacher. What does research involve? Research involves curiosity and communication (written and oral). These two things are tied together. At UB, we can find examples of this all over the place. People have the time to do research, teaching, and service. Our model is a very solid
model. The role of public research universities has been changing. What are doing with respect to economic development? Why should the state support you if you’re not relevant to the economic well-being of the state. This is important for UB. A great university cannot survive in a place that is not great. We need to be able to attract good faculty.

Follow up question: You can be a good communicator, as a researcher and this would translate into your teaching. Then perhaps the question is that the incentive systems are not well aligned for doing a good teaching job.

Incentive for teaching: have the job, do research, and get tenure. It’s not something extra that you’re doing. We hope we do a good job with our tenure process. Make sure you make the right decision at the tenure time.

Ilene Fleishman mentioned that the university feels strongly about building good community relations. There are community activists who are claiming that they weren’t consulted. Is it true?

- President Tripathi’s reply: There can always be more consultation even thought we have done quite a bit of consultation. There can always be more consultation. No matter how much communication is done, we can always do more. It is important to communicate with stakeholders.

In the recent Chancellor’s Report, there seemed to be very strong emphasis on online education. What is the plan for the university? Will there be central infrastructure or will it be department based?

- President Tripathi’s reply: We have a committee to look this. We have a lot of online courses. They are done in the decanal units. What do we do at the campus level or the system level? How do we train our professors? Online education is different pedagogy in terms of teaching. What is needed in terms of the infrastructure—human, support, technology—to do a good job? We need to look at all of this. What commitment do we need to make. Not doing it is not an option. How do we do it so quality is maintained? How do you assess the effectiveness of the programs? Online learning is an issue that is right now, right here.

- Ezra Zubrow added that the Chancellor’s comment was about the system and not about research universities. Online learning at a research university is different from the whole system. What is appropriate for a college is not what would be appropriate for a large university. That’s why we are studying this.

- President Tripathi added that MOOCs are an interesting phenomenon. Other AAU presidents are concerned/unsure of what’s going to happen. Many of the AAU institutions are involved in MOOCs. You can’t be completely out of the game. University of Pennsylvania has an online poetry class with 22,000 students and a calculus course with 50,000 students. We need to really think about how we would do this. For example, think about 50,000 hits on your website. President Tripathi is serving on the board of the Council of Higher Education Accreditation (CHEA), which does accreditation for the accrediting bodies. They will raise a flag on how to do assessment on these types of courses.
Robin Sullivan, Teaching and Learning Center, helps faculty with online learning. One of the TLC’s initiatives is pedagogical innovations. How do faculty members innovate? How do we determine the best way to teach students?

- President Tripathi’s reply: There are two parts to this. First, innovating pedagogy and writing about it, which becomes scholarship. Second, innovating pedagogy: teaching portfolio. Research is the teaching innovation.

Ann Marie Landel said the SUNY chancellor spoke about shared services. Is there any update?

- President Tripathi’s reply: UB is a leader in this. We are collaborating with Buffalo State College. They formed a committee of about 36 people to look at what can be done together. What can we efficiently provide and what can we learn from each other? Fredonia, ECC, NCCC, Brockport have all joined in some level. The report is due soon. What can we do more efficiently together? How do we minimize duplication? There is always room for us to think about how we can work together, save money, and provide quality services. Dennis Black and Laura Hubbard had led this effort here. It is really a ground up approach. The people handling these services are involved.

Website question: How does Hurricane Sandy impact funding to UB and SUNY?

- At least $60B was approved by the federal government for cleanup efforts. The state operating budget has not been impacted by Sandy. However, the capital budget may be impacted. We don’t know yet how it will or will not be impacted.

Stephen asked about the focus on undergraduate programs, give our students something special to help them stand out. What about graduate students? Has there been any thought about providing them training in things like management?

- President Tripathi’s reply: Graduate programs are managed by each unit. We evaluate the PhD programs every 6 years. It is totally different for each area. What might be good for one department might be irrelevant to another. What resources do we have to provide centrally for graduate students? This is very important. We need to make sure stipends are available. What support is needed for the graduate students? We also need to think about the soft skills graduate students need to get a job. This is much better managed at the department level.

Dominic Licata, technician in visual studies, said that he has heard a lot about plans for growth over the next 5 – 10 years, increasing enrollment, increasing the number of faculty. What discussions have taken place for improving and growing the staff? Providing professional development opportunities and chances for advancement.

- President Tripathi’s reply: First, we are not looking to grow enrollment/student body. Our goal is to build a base and keep the student enrollment at the level we are. What is in the plan for hiring staff? In the NY SUNY 2020 proposal, we talked about adding 255 faculty members and hiring the equal number of staff. We don’t know what kind of staff; it will depend on what we
do. You can’t just hire faculty and hope that everything will be alright. You need support and leadership.

- Training and advancement? We have the Organization, Development &Training that provides training to staff. There was talk about whether or not there is a ladder that one could follow? But no further discussions about this.

Ed Brodka, Career Services, followed up on the comment about students’ soft skills. Some fields are in much more demand than others and it is easier to find a job. In all fields, employers are looking for professionalism and communication skills. Career Services provides training on these types of skills that students don’t always learn in the classroom.

Janiece Jankowski asked: How does online learning affect enrollment? Do we turn into a ghost town?

- President Tripathi’s reply: This is a fear of many people. This is a difficult question. If you look at the education and development of students—an 18-year-old needs a physical place for living and learning. More mature learners can often succeed in an online environment. Depends on the institution, the type of institution. Today’s students learn differently. They don’t have the same reading habits as previous students. We have to define the value of online learning? We need to work on the long-term impact.

Janiece followed up by asking when we’re trying to hit enrollment numbers, are online students counted as students? Yes, they are. They are counted like other students.

Robin Sullivan added that in order for online learning to turn a university of our size into a ghost town, it would be very, very far into the future. We have opportunities to explore blended learning environments: online learning, face-to-face learning, hybrid courses. There is a need for university campus life for all of those students; we need to keep this in mind. We need to be able to provide services to all students.

Hugh Jarvis, University Communications, lives downtown and has heard neighbors talk about being concerned about parking with the medical school. They are worried about the parking as the volume of commuters increases.

- President Tripathi’s reply: Laura Hubbard, VP for finance and administration, hired a consultant to look at the whole transportation issue downtown for the school. We have looked at what parking is available, what is the need as we move the medical school downtown, and what size of a parking structure we need to build. This is important. We don’t want to take away parking from the neighborhoods – people living near the campus. We want to be responsible. We need to look at what transportation options are available and provide incentives where necessary. We want to develop a comprehensive solution to the problem.

Matt Deck, Dental School: The problem is not the training that is currently available. The problem is access to that training for a lot of people at the department level. There are a lot of people who would like to advance their careers and feel that they’re afraid of their supervisor and they don’t want to ask or
their supervisor has told them they cannot attend the training. The issue is with managerial approach to training. Most people don’t clear career progression.

- President Tripathi’s reply: UUP has also brought up this issue. We need to do a better job to address this. This issue has been pointed out in the past and we are trying to work on this.

Letisha Thomas commented on the upcoming March Madness. The schools that participate in the games get a lot of publicity and a lot of student interest. On the UB 2020 draft there was a mention about possibly upgrading UB athletics. What is the real possibility of UB to compete at such a level, to be in a bowl game? Are we going to try to switch conferences?

- President Tripathi’s reply: UB has made a lot of investment in athletics in the last few years. We have had some successes, but there is more building up to do. Where do the resources come from? What can we do? How do we do it? We are committed to Division 1 athletics and we want to win and be successful in our conference. It’s not all about being successful on the field—it’s also about being successful in the classroom. This is very important. We need to think about our student-athletes graduating in four years. There is a huge funding difference between conferences. We need to build excitement about athletics at UB. It is not clear in the long run whether you get more gift money. We are committed and want to succeed in our conference.

- Ezra Zubrow added that if you look at it from the faculty point of view, the athletes over the past decade are doing better and better academically. Ezra teaches an Honors seminar. One of the coaches called him to get a soccer player into the seminar. This student did brilliantly.

- President Tripathi added that the average GPA for athletes last semester was 3.0.

- Athletics is part of the campus experience.

Ann Marie Landel asked about the report on equity and diversity. What is the status?

- President Tripathi’s reply: The final report is not in yet. The provost is working with the committee but is waiting for the final report. There are many things to implement.

- Ezra Zubrow, who is on the committee, added that the report is in its final draft. The provost has an action plan. By the end of the semester, implementation should be started.

3. Report of the PSS Elections Committee

Mary Henesey reported that in November we put a call out for nominations for PSS officers for the 2013-2015 term. That call resulted in three nominations: Ann Marie Landel for the chair, Laura Barnum for the vice chair, and Kathleen Kielar for the recording secretary. Since these were the only nominations received, there is no official election required. Mary cast one vote for each position. The membership agreed, no one disagreed and there were no abstentions. Congratulations to the officers for the next term.

4. Report of the Chair

- Ann Marie and Kat Kielar attend the Plenary at SUNY Oneonta last weekend. The report from the meeting is available on the PSS website. Kat shared some points from the meeting.
o Seamless transfer (student mobility), passed in 12/12.
o Open SUNY (online learning): they want 50% of the courses taught at the home campus. Currently, 35,000 students are enrolled in online classes throughout SUNY, mostly through Empire State. There are 9 online degree programs. Chancellor would like to see 100,000 students enrolled in online classes.
o Budget resources allocation model was also passed. SUNY did not take a big hit in the aftermath of the Sandy. However, the capital budget may be impacted.
o Shared services: Within the last year, $20M saved across the SUNY system. This money was reinvested in SUNY academics.
o Research foundation hired a new president, Timothy Kaleen, who is trying to open up the “secrets” of the research foundation.
• Realizing UB 2020: Ann Marie and Laurie Barnum are on the Campus Advisory Committee. PSS conducted two feedback sessions on the first three themes: academics, student success, and research and scholarship. Campus review will continue until Feb. 20. Feedback will be incorporated into a draft document. Around March 20, the next 8 themes will be released for feedback. Hoping to have everything complete by May 15. If you haven’t attended a forum with the provost, Ann Marie recommends going. We are looking at whether or not we need more sessions.

5. Report of the Vice Chair
• Staff Development Committee: Medical school tour is full, but they are starting a wait list.
• Awards Committee: nominations still open until March 20 for the Outstanding Service Award and the Outstanding Service to the PSS Award. Awards ceremony will be May 15th.

6. Old/New Business
• Citizens Police Academy starts on Wed., 2/15 (8 sessions). Spend time learning about what the police do, attend training sessions, participate in ride alongs, and drive a police car. If you are interested, visit the website at upolice.buffalo.edu.
• Morton R. Lane Federal Credit Union, credit union at UB. If you are interested in looking at a credit union, they are available.

7. Adjournment

Meeting adjourned at 4:30 pm.
2012-2013 PROFESSIONAL STAFF SENATORS
SIGN IN
January 31, 2013

AREA I – HEALTH SCIENCES

Jennifer Berryman
Fred Covelli (Alt.)
Matt Deck (EC)
Valerie Fatta
Shaun Hoppel
Theresa Kruse
Kimberly Krzemien
Vita Milisauskas
Candy Morris (EC)
Barbara Mulvenna
Jillian Reading
Sara Robinson

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AREA II – CORE CAMPUS ACADEMIC UNITS

Donna Banach (EC)  
Michelle Chasse  
Kate Doran  
Ilene Fleischmann (Alt.)  
Diane Holfelner  
Domenic Licata  
William McDonnell  
Joseph Muscarella  
Stephen Pusztay  
Katherine Trapanovski (EC)  
Danielle Vegas
AREA III - STUDENT SUPPORT SERVICES

Elizabeth Colucci (Alt.)
Shanna Crump-Owens
Arlene Kaukus (EC)
Kathleen Kielar (EC)
Jeff Kujawa
Susan Mann Dolce
James Mauck
Eugene Pohancsek
James Ramsey
Laura Stevens
Amy Wlosinski
James Zielinski
AREA IV – UNIVERSITY SUPPORT SERVICES

Chris Cheung
Rita Ferri
David Foti
Jim Gordon (EC)
Janiece Jankowski (EC)
John Mondo
Amy Noworyta
Kathleen O’Brien (Alt.)
Pamela Rose
Cherie Williams
AREA V – UNIVERSITY ADMINISTRATION

Lydia Conroy
Donna Czaja
Christopher Decker
Deborah Hard
Kelli Hennessy
Hugh Jarvis
Katherine Kulpa (Alt.)
Erin Lawless
Louise Lougen
Donna Malecki
Amy Myszka (EC)
Sandra Pfohman
Michael Randall
Michele Sedor (EC)
James Simon
Susan Steck

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OFFICERS

Laura Barnum
Mary Henesey
Ann Marie Landel

William H. Baumer
Parliamentarian
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GUESTS

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