

MINUTES OF FULL FACULTY AND
FACULTY SENATE MEETING
March 8, 2016

Prof. Fernando Guzman called the Full Faculty meeting to order at 11:48 am in UU Old Union Hall. He welcomed President Harvey G. Stenger and turned the meeting over to him.

President Stenger began his report to the Full Faculty meeting attendees. See attached PowerPoint presentation for details. Presentation can also be found at <http://www.binghamton.edu/faculty-senate/documents-and-forms.html>

Questions and answers:

Q: A student said he recognizes that the University receives commissions and benefits from Sodexo's services and wondered what the University's position was on their contract negotiations.

A: Pres. Stenger responded that we are required to not be involved in union negotiations and will remain neutral.

Q: Another student asked under what statute is the University required to remain neutral.

A: Pres. Stenger noted that the negotiations are between Sodexo and their union. We must remain neutral. We cannot be brought into the contract between negotiating units. Pres. Stenger hopes they can work this out and believes their salaries meet the fair labor standards. The stipends our graduate students who work for Sodexo receive are not designed to be a living wage. They are working eight months a year which is a part-time job.

Q: Prof. Guzman (Mathematics) asks how many freshmen we expect to admit out of the 32,000 freshman applicants.

A: Pres. Stenger noted that our admission rate is 40% so we will be admitting close to 9,000 to 10,000. Our yield of those students will be 20 to 25% or 2,500 freshmen. Our goal is to keep our undergraduate population right where it is; we are not trying to grow any larger than 14,000.

After no more questions, the Full Faculty meeting was adjourned.

The fourth Faculty Senate meeting of the 2015-2016 academic year was called to order by Prof. Guzman at 12:16 pm.

1. Minutes After no discussion, the minutes of the December 15, 2015 meeting were approved as submitted.
2. Obituary Notices Prof. Guzman notified the body that Prof. George J. Schumacher, Biological Sciences, and Prof. Wilhelm Nicolaisen, English, passed away. Prof. Guzman asked for a moment of silence to remember these colleagues. As is established practice, notes of condolence have been sent to the families on behalf of the Senate.
3. New business
 - a. Faculty Bylaws – Changes in Article I, III, VII, Appendix – Prof. Michael (Biological Sciences), chair of BRC, presented the changes. The first change is to add the School of Pharmacy and Pharmaceutical Sciences where appropriate. The second change was to change some administrative titles in the appendix. The addition in the AUPC section is to add the UPC Interpretations and Procedures committee that has always existed but

was not shown in the Faculty Bylaws. Prof. Michael noted that the FSEC has approved these changes. After no discussion, these changes were approved by an unanimous hand vote. These changes will next move to a vote by the full faculty.

b. Discontinuance of programs in Thomas J. Watson School of Engineering and Applied Science – Prof. Reiter (School of Management), chair of EPPC, explained the programs that are being discontinued.

- B.S. Industrial Technology – This program last had students in 1999.
- B. S. Electrical Engineering (joint with SUNY Polytechnic) - This program was established to help SUNY Polytechnic attain the ability to provide this on their own. They now have their own program, so this is no longer needed.

After no discussion, these discontinuances were approved unanimously by hand vote.

4. Open conversation about the TAE program

Prof. Guzman noted that at our September 2015 planning meeting, one agenda item discussed was the evaluation of the TAE program.

- The TAE program was first introduced in 2012 by Provost Nieman when the five-year hiring plan was announced for 2012-2017. This was created to “insure that Binghamton makes the most of this rare opportunity” to hire 150 new faculty. A significant portion of these new lines are allocated to the five Transdisciplinary Areas of Excellence.
- Hiring through the TAE's began in 2013 and we are nearing completion of the third year. There have been mixed reactions from faculty about hiring through the TAE program. Some believe it has served us well, particularly benefitting small programs, to hire highly qualified candidates. Some believe that it has taken the hiring decision independence away from the departments and given it to the Deans and the Provost Office.
- As part of this dichotomy, sometimes one detects a lack of knowledge of exactly what the TAEs are and what they do.
- We would like to have a conversation on how the TAE program has benefited the schools and its academic units.
- To begin the conversation, we will ask the TAE chairs to give a brief overview on what their TAE does and what it has done. After we hear from them, we will open the floor for comments and questions, and more importantly for ideas on how to follow-up on the TAE program.
- Several ideas have been heard. Should we do a third-year evaluation? Form an ad-hoc committee to do an evaluation in the fall 2016 semester? Some feel we should wait for the five-year completion of the program.
- Prof. Guzman introduced Prof. Deak (Health Sciences), Prof. Jones (Smart Energy), Prof. Bar-On (Citizenship, Rights, and Cultural Belonging), Prof. Smart (Material and Visual Worlds) and Prof. Mischen (Sustainable Communities).
- Prof. Mischen (Sustainable Communities) reported that their TAE has funded several seed grants to find ways for faculty to meet and work together. They recognize that some of this research happens within the disciplines but they are hoping that larger teams can be formed to work together.
- Prof. Bar-On (Citizenship, Rights, and Cultural Belonging) reported that their steering committee of 12 faculty have wide representation. There has been a heavy workload being involved in hiring. Some of their funds are available to fund research projects or conferences. Affiliated faculty can become a part of this TEA by indicating what their research is. Any faculty can affiliate if their research falls within the area. They encourage and facilitate research in three areas that fall under our umbrella.

- Prof. Deak (Health Sciences) reported that this TAE has been advancing scholarship and creative activities in health sciences by collaborating and working together to make further advancement. Grant funding is the instrument to scholarship and success. They are helping to foster the culture to help grant submissions and have funded 12 seed grants internally with three having moved to external funding. They have also provided programming funds for speaker series. The TAE is a good attractor to bring in new excellent faculty who can contribute to the pool of health sciences.
- Prof. Smart (Material and Visual Worlds) noted that in addition to hiring, the TAE's major element is to foster transdisciplinary work. In the arts and humanities, collaborative scholarship is not built into our culture, but a number of productive collaborations were able to produce scholarship. This is a building of culture over three years particularly in seed grant applications. This year they have six applications and are building a culture of collaboration that allows us to pursue projects that otherwise might not be possible. Their speaker series was able to fund and build relationships over the campus and see the opportunity by engaging in conversations.
- Prof. Jones (Smart Energy) reported that one of their seed grants became a career grant. Additional conversations came about regarding hiring that would not have taken place between departments without the TAE. The focus on smart energy has pushed us nationally for more funding of large grants, being collaborative not only between departments but also institutions. They are making connections with new professors on campus and are serving as a magnet to bring faculty researchers to them to recognize the excellence going on.
- Prof. Chris Hanes (Economics) asked what the cost and benefit is on hiring by continuing the program. Prof. Bar-On said we get no funding from Albany for this program. Our cost is our time which is a heavy burden. Departments dealing with the TAE committees benefit by getting better people to hire, thus better teachers, better publications. Prof. Hanes asked if these benefits exist and do they justify the cost? He noted that in Economics, the benefits do not exist. Sometimes the TAE's are harmless in hiring but not always. It is felt that the TAE program makes hiring good people harder and they tend to frighten good candidates. It is very hard to be convinced that the TAE's will have no input in the tenure process. It makes hiring a lot more awkward dealing with a lot more committees. It is also harder to respond to opportunities that come up (spousal hiring). This used to be able to be taken care of with the Dean or the Provost themselves. Have other departments had similar experiences?
- Prof. Mijatovic (Art) feels the TAE program is great and it has had a positive effect on hiring. It is very attractive in the hiring process. Art has worked with Cinema which made for the opportunity for people to collaborate and sell our campus, even with the extra work to coordinate with members of the TAE.
- Prof. Roth (Sociology) has heard largely negative feelings about the TAE but we do not have the data to evaluate the program across the areas. We need to get the data now for evaluation of hiring and the service burden that is being put on faculty and the impact.
- Prof. Guzman (Mathematics) noted that this conversation should serve as input for an ad-hoc committee that could talk about the evaluation now or at the end of the program.
- Prof. Gates (Sociology) said that since we have moved the evaluation of administrators to three years, we should also evaluate the TAE's in line with that timeline.
- Prof. Michael (Biological Sciences) said that with Biology's first hire, the search committee was chaired by people outside the department and that created problems. For the next hire, the search committee chair was someone within the department, which worked better.
- Prof. Davis (Music and member of the Materials and Visual World TAE) noted that the TAE program has been quite beneficial for hiring faculty who are sympathetic to

interdisciplinary work. The commitment to serve on a TAE is worth the time due to the caliber of speakers and also being able to be professionally engaged.

- Prof. Brady (Theatre) noted that Theatre had their first hire last year through the TAE process. It was a challenge with committee members, but it was good to start talking with others we had not spoken to before, which was very satisfying.
- Provost Nieman noted that we still have flexibility within the hiring department. The TAE's have not influenced that at all.
- Prof. Deak (Psychology and chair of Health Sciences TAE) said that the need to hire a lot of faculty and have a strategic plan for this hiring was good. It has been a wonderful experience for many people. We should agree to open up a review of the TAE program now, not wait. We would be remiss not to have an evaluation due to funding coming into the university (such as for the Health Sciences and Technology Innovation Park). We need to have a cautious and thoughtful review process, perhaps an initiative review in the fall 2016 semester to focus on things other than just hiring. Prof. Deak called for a motion to send to FSEC to form a proposal on how to move forward.
- Prof. Starks (Classical and Near Eastern Studies) asked if comments could be added that we did not have time for today. It might be good to hear other comments/voices.

A motion was made that FSEC prepare a proposal to come back to the Senate on how to begin immediate review of the TAE program. After no discussion, this was approved by a hand vote in favor with 1 opposed and 1 abstaining.

After no more business, the meeting was adjourned at 1:00 pm.

Present: Manoj Agarwal, Benjamin Andrus, Rosemary Arrojo, Serdar Atav, Anne Bailey, Jeffrey Barker, John Baust, Anne Brady, Cassandra Bransford, Howard Brown, Nicole Cameron, Kenneth Chiu, Junghyun Cho, Scott Craver, Heather DeHaan, Carmen Ferradas, Leslie Gates, Arianna Gerstein, Robert Guay, Fernando Guzman, Christopher Hanes, Courtney Ignarri, Hyeyoung Kang, Jonathan Karp, Hoe Kyeong Kim, Immanuel Kim, Ricardo Laremont, Dennis Lasser, Tongshu Ma, Gretchen Mahler, Sandra Michael, Natalija Mijatovic, Jay Newberry, Donald Nieman, Neil Christian Pages, Carolyn Pierce, Florenz Plassmann, Mark Poliks, Dmitry Ponomarev, Sara Reiter, Bonita Roth, Hiroki Sayama, Edward Shephard, Pamela Smart, John Starks, Harvey Stenger, Jennifer Stoever, Lisa Tessman, Ruth VanDyke, Cyma VanPetten, Stan Whittingham, Sara Wozniak, Bogum Yoon

Excused: Christopher Bartlette, David Clark, Cynthia Connine, Sharon Holmes, Thomas Sinclair, Sandro Sticca, Colleen Hailey

Absent: Frank Cardullo, John Cheng, Magdalena Czubak, Brandon Gibb, Leslie Heywood, Murali Jagannathan, David Jenkins, Marla Mallette, Robert Micklus, Titalayo Okoror, Xingye Qiao, Gregory Robinson, Masatsugu Suzuki, Joseph Weil, Bruce White, David Wilson, Lei Yu, Stephen Zahorian, Chaun Zhong, Shengsheng Zhou