

Meeting Minutes
Governance Steering Council
Jan. 30, 2013

Present: Margarita (Magui) Cardona, Dan Gerlowski, Amirah Muhammad, Giordana Segneri, Chris Spencer, Debra Stanley

Absent: Mohammed (Shiraz) Ahmed

Guest: Ron Williams, student; member, Culture and Diversity Committee

1. Minutes from the Dec. 17 meeting were approved as amended; Magui Cardona indicated the grant amount for the experimental MOOC course with Taylor Branch should be listed as \$21,586.
 - **Action item: Shiraz Ahmed should finalize the minutes and send them to Giordana Segneri for posting to the website.**
 - Determination of the “minutes” rotation:
 - Feb. 13: meeting will follow town hall forum about campus space reuse:
FACULTY
 - Feb. 27: STUDENTS
 - March 13: STAFF
 - March 27: FACULTY
 - April 10: STUDENTS
 - April 24: STAFF
 - May 8: FACULTY
2. Reports from constituent groups
 - Students
 - Thank you for attending the administrative roundtable discussion, held Jan. 22.
 - The first SGA meeting of the semester will be held later today; scheduled discussions include the draft academic plan, planning for a trip to Annapolis to meet delegates and senators.
 - Welcome Week went well.
 - Extended lab hours issue from the end of last semester: UB President Bogomolny has asked the Office of Technology Services to communicate early and often about lab hours during this semester’s exam week; Giordana Segneri encouraged SGA to disseminate this information as soon as its available, using all communication tools possible.
 - Staff
 - Met Jan. 14; meetings have been extended by 15 minutes to allow more time for discussion.
 - Executive Board is working on a procedural document to outline how issues can be brought up to and addressed by the Senate.

- Contingent 2 leave issues: A constituent brought a concern about Contingent 2 leave package being noncompetitive to Senate's attention. Senate voted to charge the Work Life Committee with looking at packages at other institutions to determine if UB's is competitive.
- Council of University System Staff: Representatives charged with keeping abreast of rumblings regarding changes to tuition remission policy; this is a faculty *and* staff recruitment and retention issue; legislators make the ultimate decision.
- Payroll issue regarding FICA and COLA adjustments: While COLA increased employees' salary by 2 percent, the FICA tax holiday expired, thereby increasing the tax by 2 percent (to 6.2 percent); this has caused confusion, because for some employees, take-home pay is even less than before, despite the 2 percent COLA increase.
 - GSC voted to make a request of the Office of Human Resources to send a clarification email; **action item: Dan Gerlowski will draft this email request.**
 - **Update:** Dan Gerlowski had an in-person conversation with Assistant Vice President of Human Resources Mary Maher: "She was not surprised there was confusion and offered to intervene with our desire in a meeting she has quite soon with Harry S. Mary readily agreed to the premise that the memo sent out on Jan 10 was tentative and that a more detailed explanatory memo would be welcome by the GSC. She promised to keep me updated and I said good, if we get the result we need for our constituencies we don't have to go the "letter route." If we don't then we will have to go the letter route."
- Faculty
 - President's report to the Faculty Senate: proposed increase in budget from state, needs to be approved by the Legislature
 - UB's budget priorities include: meet commitment to faculty growth; strengthen campus safety and security; 2.0-2.5 percent merit pay from state, but UB would like to add to merit base; technology renewal and replacement; augment financial aid; increase marketing support of new programs.
 - Senior Vice President for Enrollment Management and Student Affairs Miriam King presented data: 38 percent increase in freshmen from fall 2011-12; larger commuting range; students who come from outside the immediate Baltimore area are higher-quality students
 - Brief update on strategic planning process; using draft academic plan as the centerpiece of the strategic plan.

- Associate Provost Beverly Schneller provided an accreditation update; Middle States has reaccredited UB for its periodic report; info is posted on the [UB website](#).
 - The Senate ratified its constitution.
3. Committee charge clarification
- Assign GSC members to specific committees to liaise and help them define their charges.
 - Work Life: Chris Spencer, Giordana Segneri
 - Diversity: Magui Cardona, Shiraz Ahmed
 - Budget: Dan Gerlowski
 - Facilities: Debra Stanley
4. Town hall hosted by GSC and President Bogomolny regarding space reuse on campus: Feb. 13, noon-1:30 p.m.; GSC will meet 1:30-2 p.m. in the room indicated on the schedule.
5. Budget news
- President Bogomolny is looking for a larger role for and more involvement from the University Budget Committee.
 - UB's budget priorities are listed earlier in these minutes, but at the University Budget Committee meeting earlier today, Senior Vice President for Administration and Finance Harry Schuckel added additional priorities that came from USM.
 - The Office of Human Resources is working on a faculty salary equity study; **action item: ask Mary Maher to report on this study at the next Work Life Committee meeting.**
 - **Update:** Dan Gerlowski had an in-person conversation with Mary Maher: "She said that there was very recently a lot of talk about how the news of the salary compression study would be done but that the key word in her mind, and in the mind of the university was to have a high degree of transparency. Along those lines I immediately invited her to the UFS meeting this Wednesday. Why the UFS and not one of the Univ. Committees? Two reasons - first the study this year is about faculty pay compression, and they were in the process of reaching out already; two, it was the only meeting that I knew for sure was happening. It does not preclude our asking one of the committees to invite her at our request."
 - **Action item: GSC will discuss budget priorities with President Bogomolny during its next meeting with him, Feb. 26; Dan Gerlowski will ask for a formal list**
6. Academic Plan
- Dan Gerlowski: draft academic plan seems to be missing information about how UB structures its access mission and its goals for excellence.
 - The plan needs to be brought before all constituencies.
 - The plan is primarily goal setting.
 - There are questions arising during faculty discussions of the plan about the adequacy of deployment and incentive structures for faculty in addressing the goals of the plan. On

the other hand, it is recognized that many faculty are currently pursuing innovative activities consistent with some portion of the goals specified in the plan.

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Next meeting: Feb. 13, 1:30-2:30 p.m.; discuss agenda for meeting with President Bogomolny, Feb. 26