BRANDEIS UNIVERSITY
FACULTY SENATE MEETING 5 – 2015-2016

MEETING MINUTES
Thursday, February 11, 2016
1:15 PM – 2:45 PM

Shapiro Campus Center, Room 314 (3rd Floor)

AGENDA

OUTCOMES
♦ Identification of Goals for the Spring Term
♦ Review and Appreciation of the Senate Action in Fall 2015

1:15 – 1:30 PM
• Welcome & Happy New Year
• Remarks from the Chair
  o Senate Meeting with President-Elect Ronald D. Liebowitz
    Topic: “Role of the Faculty in University Governance”
  o Plan for Senate/Faculty Lunches with Board of Trustees
  o Special Election to Replace Jens Hilscher for IBS Senate Seat through Spring 2017
  o Faculty Nominations for Search Committees to soon be launched: VP Diversity &
    Inclusion and COO
  o Proposed Senate Proclamation for Interim Dean Lisa M. Lynch

1:30 – 1:45 PM
• Draft of New Amendment for Faculty Handbook related to Diversity & Inclusion
  with Dean Susan Birren

1:45 – 2:15 PM
• Senate Discussion of “Senior and Emeriti Faculty at Brandeis: Report and
  Recommendations” (On February agenda for full Faculty meeting)

2:15 – 2:30 PM
• Results of Budget Trade-Off Survey with Professor Carol Osler, University Budget
  Committee

2:30 – 2:45 PM
• Faculty meeting discussion of 2 amendments presented by John Wardle 1/29/16
• Senate Elections: 5 Members’ Term Ending Spring 2016 – Ulka Anjaria, English (Humanities); Daniel Bergstresser, International Business School; William Flesch, At-Large; Susan Parish, At-Large; Joseph Wardwell, Fine Arts (Creative Arts)

• Other Business & Next Steps

ATTACHMENTS
• Proposed Proclamation to Honor Lisa M. Lynch
• Senior and Emeriti Faculty at Brandeis: Report and Recommendations
• Budget Survey Results
• Senate Chair Report Presentation from December 10, 2015 Faculty Meeting
• Diversity & Inclusion Amendment FORTHCOMING

PRESENT: Susan P. Curnan, Chair, Elizabeth Ferry, William Flesch, Kathryn Graddy, Adrianne Krstansky, Sarah Mead, Paul Miller, Susan Parish, Jeffrey Prottas, Laurence Simon, John Wardle


GUESTS: Dean Susan Birren (Arts & Sciences); Carol Osler (University Budget Committee)

Remarks from the Chair
• The Chair welcomed the Senators and mentioned that five Senators are unable to attend this meeting due to schedule conflicts, family matters and illness. The Chair reported that Jens Hilscher has accepted a faculty appointment in California and the Senate will hold a special election to replace him.
• The Chair reported that Peter Giumette from the President’s office is working on scheduling a breakfast or lunch meeting for the Faculty Senate in the coming months. The topic of discussion will be “The Role of Faculty in University Governance”.
• The Chair is also on a small planning group to arrange lunches with the Brandeis Trustees to strengthen Faculty-Trustee relationships and provide personal learning opportunities. More information is expected for scheduling in March.
• The Chair’s proposed Senate Proclamation to honor Interim President Lisa M. Lynch was unanimously approved by the Senate and will be presented at a spring Faculty or Senate meeting.
• The Chair invited the Senate to nominate faculty for two search committees: COO and VP for Diversity and Inclusion. The President & Provost are eager to launch the national searches and have identified search firms.

Special Report: Sustainability Update
• Prof. Paul Miller provided a report from Interim President Lynch’s Sustainability Task Force. Based on the Climate Action Plan draft, the Task Force has recommendations for reducing energy usage on campus. President Lynch will send the draft to the Faculty Senate for consideration and it will be on the agenda for the March Senate meeting.
Special Report: Heller School Search for Associate for Diversity & Inclusion
- In accordance with the Faculty Handbook, Prof. Susan Parish, Associate Dean for Research at Heller, consulted with the Senate on the search for the new Heller Associate Dean for Diversity and Inclusion. There are currently three deans – Marty Krauss, Interim Dean, Susan Parish, Associate Dean for Research, and Darren Zinner, Academic Dean of Personnel. Prof Parish reported a local search would be launched as soon as possible as part of Heller’s Diversity Action Plan. The hire is expected to be contract faculty and may be full-time or part-time. Interim Dean Marty Krauss is on emergency family leave and has authorized the search to begin in her absence.

Heller School Dean Search
- The Chair reported that a national search is expected to be launched soon for the Heller School Dean. The committee is being assembled.

IBS Dean Search
- The Chair also mentioned the current IBS Dean’s term ends spring 2017. The IBS Dean is expected to make a determination about going forward by the end of this academic year.

Special Report: Draft Diversity & Inclusion Plan for Arts & Sciences
- Susan Birren, Dean of Arts & Sciences, presented background information about diversity and inclusion goals for Brandeis University hiring practices.
  - Steps to diversify the Brandeis Faculty have been passionately debated by Faculty and Administration. There are many opinions about what diversity means in terms of hiring and there are many pitfalls in measuring diversity.
  - As part of the Administration negotiating team with the FordHall2015 student movement in November 2015, Dean Birren presented many criteria to achieve the goal of a more diverse faculty and staff at Brandeis. She described how the FordHall2015 and BlackLivesMatter occupation brought forth the urgency of finalizing a comprehensive plan for Diversity and Inclusion.
  - Dean Birren discussed a plan for “Target of Opportunity” hires.
    - Though there is no money or request to make such a hire now, she hopes to set up guidelines/criteria so the process will be in place when there is a call for it, Dean Birren presented language for Senate consideration that was closely aligned with the draft Senate amendment discussed previously that built on a CFRR memo of 2006.
    - According to the handbook, the Target of Opportunity Hiring language does not need to go to the full Brandeis Faculty for review, nor does it need Senate “approval”. Dean Birren invited the Faculty Senate to
review the proposed language and make any suggestions before it goes to the Committee for Rights & Responsibilities for approval.

**Special Report: Results of Budget Trade-Off Survey with Professor Carol Osler, University Budget Committee**

- Professor Carol Osler presented the Budget Trade Off survey results.
  - Prof Osler described the metrics of the survey. She said there were more than 600 respondents. Responses among social sciences were highest and the lowest response rate was from the creative arts. There was a mix of tenure and contract faculty who responded.
  - Not surprisingly, the top issues identified included: faculty compensation, number of faculty needed, and the crumbling physical infrastructure.
- Prof Osler revisited the topic of administrative compensation vs faculty compensation.
  - Prof Osler described the research she did on Executive Level Administrative compensation prior to the hiring of President-Elect Liebowitz and how Board of Trustees Chair, Perry Traquina, used that data to inform the compensation package for the incoming President.

**Senate Discussion of “Senior and Emeriti Faculty at Brandeis: Report and Recommendations” (On February agenda for full Faculty meeting)**

- The Chair announced that Professor Sue Lanser has agreed to lead a discussion about the Senior & Emeriti Faculty report at the February 26th Faculty Meeting. (tentatively scheduled)
- Having reviewed the report with Prof. Lanser last year, the Senate reinforced the importance of including multi-year contract faculty throughout the report.
- The Chair requested that Senators closely review the proposed recommendations (again) and send any other ideas forward prior to the next discussion so as to inform Prof. Lanser in advance of the meeting.
- One Senator expressed appreciation for use of the term “multi-year contract faculty” (referring to 3 or more years for full-time or part-time) when there is any reference to tenure faculty rights in the document.
- One Senator said that it is unclear who appoints emeritus status.
- One Senator said it’s important to know any budget implications for these recommendations as the proposal is not budget neutral.

The meeting adjourned at 2:50 p.m.

Respectfully submitted on February 12, 2016 by Lanni Isenberg.