**BRANDEIS UNIVERSITY**  
**FACULTY SENATE**  

Meeting of the 2011-12 Faculty Senate  
This meeting was held on February 28th, 2012 from 12:30-2:30 in Shapiro 313.

Present: Elif Sisli Ciamarra, Charles Golden, George Hall, Timothy Hickey, Marya Levenson, Susan Lichtman, Esther Ratner, Cindy Thomas


Guests: Dean Gendron (Student Rights and Community Standards), Rick Sawyer (Vice President for Student Affairs and Dean of Student Life), Linda Shinomoto (Director of Employment and Employee Relations), Betty Riley (Public Safety), Jamele Adams, (Associate Dean of Student Life), Lorna Laurent (Assistant Dean of Arts and Sciences)

**Approval of Minutes**  
Minutes of the January 20, 2012 Faculty Senate meeting were approved by email.

**Adjusting Handbook for University Advisory Council**  
Tim Hickey distributed suggested Faculty Handbook revisions that would address the current structure of the UAC. The Senate approved the changes to the language and will address this with the Provost.

**Strategic Planning Process**  
The Strategic Planning Committee engaged in all-day retreat and a website has been created for information distribution. Summaries of meetings are being drafted by the firm heading this endeavor. The committee plans to have a drafted plan by late spring, which will be distributed, allowing for a feedback period.

**Sexual Violence on Campus**  
The Senate invited several guests to this meeting to discuss the issue of sexual assault on the Brandeis Campus: Dean Gendron, Rick Sawyer, Linda Shinomoto, Betty Riley and Jamele Adams. Sawyer updated the Senate on measures taken by Student Life during orientation, as well as before students arrive on campus. Copies of Student Rights and Responsibilities are distributed as well as a brochure related specifically to assault. He clarified that the approach to dealing with these issues is “student first,” and therefore not all of these cases proceed through the judicial process. The Senate discussed the measures that are in place to support a student who has been the victim of an assault. Sawyer confirmed that all Community Directors, Undergraduate CA’s, and orientation leaders are trained in procedure should a student contact them in the case of an assault.

The Senate members were particularly interested in how faculty could be made better aware of contacts and procedures should they be presented with a situation by a student.
Sawyer confirmed that, legally, a faculty member is required to report any assault to public safety, but that this report can be anonymous, if the student is uncomfortable releasing his/her name. Sawyer did mention that every year he sends out a sheet to Brandeis Faculty that outlines procedures and contact information. Some members of the Senate expressed that this might not be enough to impress upon the faculty the importance of reporting and handling these situations, and the suggestion was made that representatives from student life visit department meetings to have these discussions.

It was also a concern of the Senate members that it be clearer in information distributed to students that a report of an assault does not have to mean that judicial measures will be taken. The interest in clarifying this matter would be to ensure more accurate reporting and to provide better support services to students after an assault.

As a result of this meeting, all represented agreed that the next step should be to establish a committee, comprised of faculty and representatives from student life. This committee would work together to make policies clearer and to inform each other on how best to serve the students. Linda Shinomoto also offered her services in training faculty and staff on procedures for reporting and the legal requirements of these reports.

**Adjusting Handbook to address the Part-time Tenure Track Proposal**

Tim Hickey distributed suggested Faculty Handbook revisions that would address the proposal to provide a structure for faculty members requesting a move to a part-time tenure track position.

Lorna Laurent visited the meeting to discuss the proposed language for adjusting the tenure clock in these cases. Her questions regarding the proposal centered on the nature of these requests and whether or not a person would be hired as part-time (and expected to go full-time upon receiving tenure) or if this would be the case of someone requesting a reduction to part-time status as a temporary measure.

In the case of a faculty member being hired into a part-time tenure track position, Laurent suggested that a department carefully consider this, especially if the plan would be for the faculty member to migrate to full-time status after tenure status was gained. Her suggestion, in this case, would be that a portion of their time on the tenure track be as full-time, allowing the department to adequately evaluate the faculty member as a full-time contributing member of the department.

In the case of a request to move to part-time status under the tenure-track system, Laurent questioned the Senate on the motivations for such a move. She stated that there is currently language in the Faculty Handbook that addresses the tenure clock, and the extension of the clock, should a faculty member need to be absent or move to part-time status for FMLA reasons. If this were the reasoning for the revision to the handbook, it did not seem necessary to rewrite the language.

This also raised the issue that came before the Senate earlier in the year of the differing policies across the campus related to FMLA, and particularly maternity leave. The
questions was raised with Laurent as to whether or not the policy should be published in a more formalized way, to ensure consistency across departments.

**The meeting adjourned at 2:30pm.**