Meeting of the 2013-14 Faculty Senate

This meeting was held on February 28, 2014 from 12:00-2:00 in the Shapiro Student Center Room 313.

Present: Ulka Anjaria, Daniel Bergstresser, Eric Chasalow, Elif Sisli Ciamarra, Matthew Headrick, Carol Osler, Jeffrey Prottas, Ellen Schattschneider, Liuba Shira, Harleen Singh, Joseph Wardwell

Absent: Aliyyah Abdur-Rahman, Joseph Cunningham, William Flesch, Charles Golden, Susan Parish, Thomas Pocahpsky, Cindy Thomas

Approval of Minutes

The Faculty Senate approved the minutes of January 30, 2014.

Faculty Workload Discussion

The Faculty Senate discussed the issue of faculty workload in terms of teaching and service and equity across the faculty. The Senate Council will put this issue on their agenda for the next Council meeting.

Executive Compensation

Perry Traquina will be meeting with the faculty at the Faculty Meeting on March 13th. Information related to 990’s will be released in current years, rather than on a delay by two years, as part of the new Board of Trustees Policy on Executive compensation. Another change will be that a Faculty Representative to the Board of Trustees will be involved in discussions of executive compensation and the suggested compensation must now be approved by entire board. In addition, consultants retained for the purpose of evaluating this compensation must be independent of Brandeis with no connection to the university.

The Faculty Senate has been in discussions about releasing a statement to the faculty detailing their support for the changes made to the policy, detailing further changes suggested at the time the policy was adopted, as well as ways to look at revisiting this policy in two years. It was decided that, if approved also by the Representatives to the Board, the document that was drafted to the Board with input from the faculty will be posted to the Senate Google site.

In discussing ways with which this policy might be amended in the future to address issues of equity, it was suggested that there be research done on comparing faculty salaries to the same cohort of schools assembled for evaluating executive compensation. Currently there is data comparing faculty salaries with AAU data, but the suggestion is that comparisons within the same cohort could point to possible
inequities or support that salaries are falling within an equitable range at both the executive and faculty level. It was suggested that the University Budget Committee take on the role of this evaluation on a yearly basis, and thus releasing its findings to the community.

The Senate also discussed the general issue of deferred compensation. The question arose as to whether or not using deferred compensation as a performance bonus is a good idea for Brandeis, given its use in the recent past. A discussion ensued about metrics for evaluating executive performance. A concern was expressed in tying compensation exclusively to fundraising goals. A Senator mentioned that those doing the evaluation need to also consider that the President is the intellectual and ethical leader of the university.

The Senate will be researching and releasing a report to the community that will lay out and analyze the historical details on our executive compensation practices of the past decade.

**Retirement Offer for Staff**

The Faculty Senate has conducted research on the proposed buyout offer proposed by Brandeis to staff 60 years and older. The results have shown that the offer is more generous than all other offers examined, except in one case in which the offers were nearly identical. However, this research also pointed to the fact that the communication around this offer was poorer in comparison and did not reflect best practices. A report will be published on the Faculty Senate google site (Brandeis unet ID and password required for viewing.) The Senate Council has been in communication with the administration about this issue.

**The meeting adjourned at 2:00 pm.**