BRANDEIS UNIVERSITY
FACULTY SENATE MEETING #6 – 2017-2018

MEETING MINUTES

AGENDA

Tuesday, March 13, 2018
12:00 PM – 1:30 PM

Heller-Schneider Classroom G2 (Ground Floor)

12:00 P.M. WELCOME

Dignity at Work Committee: Presentation and Discussion of Draft Report and Recommendations
Senator Carol Osler & Senator Laurence Simon, co-chairs
Senator Sarah Mead, Medieval & Renaissance Studies; Music
Senator Susan Holcombe, The Heller School (Emerita)
Prof. Marion Smiley, Philosophy; Politics; Women’s, Gender & Sexuality Studies
Prof. Liuba Shriria, Computer Science
Prof. Chad Williams, African & Afro-American Studies; The Heller School

1:00 P.M. Review Senate Successions & Elections

Discussion of the Faculty Meeting as a Governance Vehicle and Next Steps for Remote Participation & Voting

Announcements/New Business

1:30 P.M. Adjourn

Spring 2018 Faculty Senate Meeting Dates
12:00 P.M. - 1:30 P.M., Location: Heller-Schneider Classroom G2 (Ground Floor)
Tuesday, April 17th
Attachments:
- Dignity at Work Committee Draft Report and Literature Search – **NOT for Circulation Beyond the Senate**
- Senate Terms/Seats Up for Election

### PRESENT:
Chair, Susan P. Curnan, Joseph Assan, Daniel Bergstresser, Jennifer Cleary, Joseph Cunningham, Susan Holcombe*, Adrianne Krstansky, Sarah Mead*, Paul Miller, Carol Osler*, Rajesh Sampath, Laurence Simon*, John Wardle

### ABSENT: Joel Christensen, Jane Ebert, Elizabeth Ferry, Anita Hannig, Kate Moran, Faith Smith

### Guest: Prof. Liuba Shriri, Dignity at Work Committee Member
* = Senator & Dignity at Work Committee Member

**12:00 P.M. WELCOME**

Due to a blizzard, the meeting took place via the Zoom conference system. The Chair took roll call attendance, inviting each Senator and Dignity at Work Committee Member to call “here” when they heard their name.

**Dignity at Work Committee: Presentation and Discussion of Draft Report and Recommendations**
Senator Carol Osler & Senator Laurence Simon, co-chairs
Senator Sarah Mead, Medieval & Renaissance Studies; Music
Senator Susan Holcombe, The Heller School (Emerita)
Prof. Marion Smiley, Philosophy; Politics; Women’s, Gender & Sexuality Studies
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- Ahead of this meeting, the Chair circulated an excerpt of the Brandeis University Faculty Handbook on "Dispute Resolution" and indicated that it is the only governing guidance on this topic.
  - The process described in the Handbook is inadequate to address the concerns and situations that arise. It is important for the Senate to carefully consider the recommendations by the Dignity at Work Committee.
  - The Chair also noted that the President and Provost support the work of the Committee. In response to the presentation of the Committee’s preliminary report (not for distribution), the Senate is invited to offer feedback, suggest revisions and
recommend how best to position the work and the proposed Dignity at Work Committee.

- Senator and Dignity at Work Committee Member Susan Holcombe presented the report, noting that the most complicated materials address the adjudication procedures.
  - The Committee conducted internal and external meetings, including, but not limited to, the University President, Provost, Senior VP for Diversity, Equity & Inclusion, VP of Human Resources, University Counsel, the Executive Vice President of Communications and External Relations, and representatives from peer institutions with procedures in place.
  - The Committee plans to meet again with many of those already interviewed.
  - The report indicates the importance of setting high standards for interpersonal behavior, outlines various levels of intervention, including self-help techniques and proposes a new structure and some new positions to address concerns.
  - There is a recommendation to review the process after 3 years.

- The Chair described next steps in the review process of the report, reiterating that the most recent version is not for distribution.
  - Comments and revisions will be received by the Dignity at Work Committee. They will circulate the revised version to the Senate for review. Any proposed Faculty Handbook revisions will not go to the Faculty for review until fall 2018 at the earliest.

- Senators expressed support for the Dignity at Work report and process. Several suggestions were made which the Dignity at Work committee agreed to incorporate into its ongoing consultations.

1:00 P.M. Review Senate Successions & Elections

- The Chair reminded Senators of the upcoming Senate elections and mentioned that most Senators with concluding terms are eligible for re-election.

Announcements/New Business

- The next meeting of the Faculty Senate will be Tuesday, April 17th.

1:30 P.M. Adjourn

Respectfully submitted,
By Lanni Isenberg