BRANDEIS UNIVERSITY
FACULTY SENATE MEETING 6 – 2015-2016

MEETING MINUTES

Thursday, March 24, 2016
1:15 PM – 2:45 PM

Shapiro Campus Center, Room 314 (3rd Floor)

AGENDA

OUTCOMES
♦ Clarification of Faculty Senate Terms
♦ Identification of Emerging & Ongoing Faculty Concerns
♦ Deeper Understanding of the Campus Energy & Sustainability Plan
♦ Consider Senate Subcommittee Statement on Faculty Reparations

1:15 – 1:30 PM
• Welcome
• Remarks from the Chair
  o Senate Council Meeting with President-Elect Ronald D. Liebowitz
  o Senate Council Meeting with Interim President & Provost
  o Senate Elections:
    o CORRECTION: Six Members’ Term Ending Spring 2016 – Ulka Anjaria, English (Humanities); Daniel Bergstresser, International Business School; William Flesch, At-Large; Susan Parish, At-Large; Jeffrey Prottas, The Heller School for Social Policy and Management; Joseph Wardwell, Fine Arts (Creative Arts)
    o Six Total Full-Term Senate Seats to Be Filled: 1 IBS, 1 Humanities, 1 Heller School for Social Policy & Management, 3 At-Large, and 1 Partial-Term IBS to replace Jens Hilscher (ending 2017)

1:30 – 1:50 PM
• Senator’s Identification of Emerging and Ongoing Faculty Concerns
• Poll to Full Faculty to Identify Any Issues of Concern for Next Year

1:50 – 2:15 PM
• Discussion: Energy & Sustainability Recommendations for Campus with Sabine von Mering, Campus Sustainability Task Force

2:15 – 2:45 PM
• Discussion: Senate “Subcommittee” Report on Faculty Reparations Review (Dan Bergstresser, Larry Simon, Elizabeth Ferry)
ATTACHMENTS

• Campus Sustainability Task Force Report
• Faculty Reparations Memo (Meeting Handout)

PRESENT: Susan P. Curnan, Chair, Dan Bergstresser, Joe Cunningham, Kathryn Graddy, Adrianne Krstansky, Sarah Mead, Paul Miller, Thomas Pochapsky, Jeffrey Prottas, Laurence Simon, John Wardle


GUEST: Sabine von Mering, Campus Sustainability Task Force

Remarks from the Chair

• The Chair welcomed the Senators and asked if there are any new Faculty concerns to discuss and/or prioritize.
• Dan Bergstresser reported that the Diversity & Inclusion Committee met today to interview the proposed Search Firm for the Diversity & Inclusion Vice President and that the search is moving forward.
• Dan Bergstresser reported a concern that came to his attention regarding the lack of transparency in faculty and staff salaries at this private university. Discussion ensued and the Chair shared the Provost view on this as well.
  o In the interest of transparency, Prof Bergstresser inquired with IBS Faculty about interest in the Brandeis Administration sharing faculty and staff salaries. Some respondents said withholding salary information is important for privacy. Others called it "secrecy" and withholding salary information can be used in a punitive way to punish outspoken faculty.
  o The Senators discussed requesting more information about faculty and staff salaries to ensure equity – especially to bring a gender lens to the analysis by department and rank using salary ranges.
  o The Chair noted that it is important to make the distinction between "privacy" and "secrecy".
  o Prof Simon said that faculty and staff salary ranges are posted in the Chronicle of Higher Education and suggested that the Senate can request salaries in terms of gender or other aggregate information for analysis.
  o The Chair said that a request for faculty and staff salary information in some aggregate form logically fits campus diversity and inclusion goals in terms of ensuring equity and it is appropriate for the Senate to request this information. Further, the Chair indicated that similar information was provided in the past by the then Heller Dean, Lisa Lynch.
• In the interest of time, the Senators agreed to alter the flow of the meeting agenda and began the discussion of the Senate "Subcommittee" Report on Faculty Reparations.
  o Dan Bergstresser, Larry Simon and Elizabeth Ferry produced a statement recommending a forward-thinking approach to the faculty reparations.
The statement is a draft resolution for review of the Faculty Senate, ultimately to be circulated to the full faculty.

Senators engaged in a far-ranging discussion and suggested other options to address faculty reparations, including submitting to Administrators a message of "deep concern" and a specific request for accommodations; or demanding consequences to those who made the decisions in addition to drafting a resolution from the Faculty Senate for the record.

One Senator said that one "consequence" or positive result of the situation has been more transparency by the Board of Overseers.

In the end, there appeared a need for more comment.

The Chair asked that the Senate review the subcommittee's statement over the coming days and submit any written comment to her and the subcommittee by Thursday, April 7th.

The Chair thanked the subcommittee for their hard work and dedication to compile the information.

**Special Report: Professor Sabine von Mering, Campus Sustainability Task Force**

Prof. von Mering presented an update on a proposed policy for Senate approval.

Prof. von Mering described the large Campus Sustainability Committee at Brandeis and said that Interim President Lynch tasked this subcommittee with focusing primarily on campus carbon emissions in the short term.

Prof. von Mering said that the Subcommittee is working on a Climate Action Plan which needs regular updates. The policy they draft is the first piece meant to institutionalize efforts across campus. (The prior Climate Action Plan from 2008 resulted in emissions increases.)

Prof. von Mering made a presentation on reducing our carbon footprint – our mission and our responsibility presented the attached PowerPoint and emphasized, "We are in it together". She described the need to focus on heating and cooling on campus and listed activities Faculty could tell their departments about to help reduce energy use on campus:

- The policy recommends a plan to ban heating and cooling devices.
- Faculty will be encouraged to think about office electricity use as if it would be charged to their home electricity bill.
- The Heller School is on the top of the list for building recommissioning to improve sustainability efficiencies.
- On campus, the biggest energy drain is lighting, not heating. Building occupants do not realize how much energy is saved by turning off lights.
- The summer 2015 "Turn It Off" campaign was a huge success in terms of energy reduction.
- Community energy saving competitions have been moderately successful.
- Building occupants using space heaters need to know that space heaters affect regulated temperatures in the room and "fool" the thermostat into turning down the heat to compensate for the heater.
• The subcommittee recommends asking drivers in idling cars to turn off their engines.
• The subcommittee recommends building occupants purchase only EnergyStar-rated appliances.
• The short-term reduction goal is 5% in 3 years.
  - The Chair called the question and asked Senators if they will endorse the Task Force plan as an initial step going forward. The Senate was unanimous in agreement. The Chair thanked Professor von Mering for her excellent presentation and the work of the Task Force.
• The Chair presented a draft form for 2016 Senate nominations for accuracy check. Corrections were noted.
• The Chair will circulate the call for nominations form to all Brandeis Faculty the week of March 28th. The Election will take place during Finals Week May 5 – 12th. Results of the Senate election as well as election of the Chair and Council will be announced at the May 19th Brandeis Faculty Meeting.

The meeting adjourned at 2:40 p.m.

Respectfully submitted on March 24, 2016 by Lanni Isenberg.
Proposed Brandeis Energy Management Policy

University Advisory Committee
March 10, 2016
What is an energy management policy?

• Governs aspects of our operations that involve energy consumption on campus, such as building temperature, lighting, vehicles, etc.
• Outlines expectations and guidelines for behavior & practices affecting energy use on campus
• Forms the backbone for energy conservation initiatives
Why an energy management policy?

- Energy management is key to reducing our carbon footprint
- Our campus uses 25-30% more energy per ft² than comparable peers
- Energy management policy is a best practice among peer universities
Proposed Policy Outline

• Indoor air temperature set points for buildings by type
  – Residence halls
  – Administrative/academic buildings
• Supplemental heating and cooling devices
• Occupant responsibilities
• Turn it off days
• Measures to increase thermal comfort during periods of sustained heat
• Room reservations for meetings, conferences and events
• Vehicle idling
• Energy efficient equipment purchasing
## Indoor Air Temperature

<table>
<thead>
<tr>
<th></th>
<th>Winter</th>
<th>Summer</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>mid-October to mid-May</td>
<td>mid-May to mid-October</td>
</tr>
<tr>
<td><strong>Thermostat set point when occupied</strong></td>
<td>68° F (20° C)</td>
<td>76° F (24° C)</td>
</tr>
<tr>
<td>Residence halls are considered occupied at all times, with some exceptions</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Thermostat set point when unoccupied</strong>*</td>
<td>50° – 55° (10-13° C)</td>
<td>80° (27° C)</td>
</tr>
</tbody>
</table>

- Brandeis had a temperature policy in the late 1990s, dictating similar set points as above

*Several buildings (sciences) are not set to “unoccupied” during holidays and breaks
Supplemental Heating and Cooling Devices

• Space heaters are strongly discouraged
  – Fire safety
  – Inefficiency & working against existing system

• Guidelines on space heater characteristics for safety

• Portable A/C units prohibited
Occupant Responsibilities

• Individuals are expected to turn off lights upon exiting rooms and to turn off lights in unoccupied rooms and common areas, whether used by that individual or not.
• Windows
• Office & classroom equipment
• Thermostats
• Seasonally & indoor temperature-appropriate clothing
Turn It Off Days & Hot Weather Comfort

• Turn It Off Days
  – During the hottest days of the year, the University will continue to implement Turn It Off days

• Measures to increase thermal comfort during periods of sustained heat
  – The University expects supervisors to exercise flexibility in assisting employees in finding adequate working conditions during periods of extreme heat and Turn It Off days
    • Temperature-appropriate attire is strongly encouraged
    • Wherever possible, flexible work schedules should be encouraged, allowing employees to report to work 1–2 hours early and to leave earlier to avoid the maximum heat period during the middle and late afternoon
Room Reservations

• All individuals with access to the University’s room reservation system (R25) for room reservations may not reserve space for periods when the space will not be in use.
• Spaces reserved “just in case” must be released by the event date
• The HVAC system heats or cools the space accordingly
• Energy is lost when heating or cooling unoccupied space
Vehicle Idling

• No vehicle on campus vehicles shall sit idling for longer than 5 minutes except in the case of snow removal, emergency operations
• This applies to faculty-, staff-, student-, contractor-, and University-owned vehicles and shuttles
• Extension of the policy the university first implemented in 2008 for all Facilities Services vehicles on campus
• Reiteration of state law
• Some exceptions listed
Energy Efficient Equipment

• In all areas for which ENERGY STAR ratings exist, the products that Brandeis University purchases will be ENERGY STAR certified or exceed the performance requirements for ENERGY STAR certification.
• In areas for which guidelines are not available, Brandeis will seek the most energy-efficient products available.
Climate Action Plan Progress Update

• Several mitigation strategies identified
  – Energy policy
  – Enlisting community effort
    • Communication & education
    • Data transparency
    • Competitions
  – Facilities Services
    • Building recommissioning
    • Targeting lighting assessments
  – Education & curriculum
• Short-term reduction goal
Climate Action Plan Implementation

- **Maintain accountability to senior leadership.**
  - The President must hold the university accountable for reductions in the carbon footprint

- **Communication.**
  - Success requires that the goals and strategy of the climate action plan are communicated to everyone in our community. This will require frequent messages through a variety of media

- **Ongoing measurement and celebration of progress.**
  - The Task Force must continually monitor our carbon footprint and celebrate our successes

- **Bi-annual review of climate action plan.**
  - The climate action plan must be reviewed and updated regularly
Questions?

Thank you