BRANDEIS UNIVERSITY
FACULTY SENATE MEETING 1 – 2016-2017

MEETING MINUTES

AGENDA

Friday, September 9, 2016
12:30 PM – 1:30 PM

Trustees' Board Room, Irving Presidential Enclave

OUTCOMES

♦ Discuss and Confirm Senate Direction & Priorities for 2016-2017

AGENDA

12:30 P.M. WELCOME

➢ Remarks from the Chair & Council
  o Summer Council Meetings with President & Provost
  o Board of Trustees Governance Task Force
  o Challenges in Higher Education

➢ Discussion: Direction and Priorities for 2016-2017
  • Strengthening Co-Governance Model
  • Launching Senate and Joint Task Forces
    o Faculty Governance & Co-Governance: Aligning & Distinguishing Goals, Structures & Practices
    o Freedom of Expression/Inquiry: Policies and Practices
    o Workplace Bullying Policy for Faculty and Research Staff
  • Ensure continued access, accountability and responsiveness of the Senate to address legislation and other Faculty matters as needed
    o In terms of accountability and responsiveness, the Senate, for example, expects to engage in, and host, forums related to diversity, equity, inclusion, as per the Faculty Senate Resolution: Supporting Change, Equality and Justice in Response to #FordHall2015 Movement (Nov. 30, 2015)
Methodical review and clarification of Faculty Handbook including pending clarifications:
- Adding Senate appointment for Emeriti Faculty
- Grievance procedures
- Role of Faculty Representatives to Board of Trustees
- Policies and procedures regarding Senate review of appointments, reappointment/extension of appointment for Deans and Interim Deans
- Alignment between Handbook and policies posted on Provost website
- Appointment and promotion of Associate Professor of the Practice and appointments of Professor of the Practice
- Policy for lateral moves between non-faculty Scientists/Fellow appointments to Professor track
- Standing vs ad hoc committee for tenure decisions

1:30 P.M. ADJOURN

ATTACHMENTS
- 2016-2017 Faculty Senate & Faculty Meeting Schedule
- Reinventing the Academic Enterprise (The Chronicle of Higher Education)
- Co-sponsoring “Merchants of Doubt?” (via Prof. Sabine von Mering)
- Scholar Rescue Fund (via Prof. Caren Irr)
- Making our retirement funds climate change resilient (via Prof. Sabine von Mering)

PRESENT: Susan P. Curnan, Chair, Jane Ebert, Elizabeth Ferry, Adrianne Krstansky, Paul Miller, Laurie Nsiah-Jefferson, Raj Sampath, Laurence Simon, Faith Smith, John Wardle

ABSENT: Dan Bergstresser, Joe Cunningham, Eli Hirsch, Kathryn Graddy, Sarah Mead, Thomas Pochapsky (and Kate Moran on leave fall 2016, Susan Parish on sabbatical fall 2016)

12:30 P.M. WELCOME

Remarks from the Chair & Council
Summer Council Meetings with President & Provost
- The Chair reported that the Senate Council met with President Liebowitz and Provost Lynch to discuss Senate matters and University governance structure over the summer. As a result, the Senate can expect improved frequency and substance of meetings with administrative leadership in the spirit of a co-governance model to be explored this year.
- The Chair further reported on:
  - Work with the Board of Trustees Governance Task Force this summer – which was refreshing and focused on substance, culture and structure of the Board of Trustees going
forward, including high level of Faculty engagement. Details will be forthcoming following the Board of Trustees November retreat – and possibly before.

- The Board of Trustees Governance Task Force met 10 times throughout the summer. All meetings were skillfully facilitated, inclusive, substantial and a true collective effort. Task Force members, including 5 Trustees plus Professor Susan P. Curnan, Prof. Wendy Cadge (who is a Faculty Representative to the Board of Trustees on the executive committee) drafted individual papers on issues of greatest concern to the University and then the Task Force members synthesized the papers and arrived at a short list of core longer term issues to be addressed over the next two-three years.

- Referenced the August 18th letter to the Faculty from the newly elected Board of Trustees Chair Larry Kanarek, the first Board Chair to ever address the full Brandeis Faculty.

- Described the relevance of the article in the Chronicle of Higher Education, “Reinventing the Academic Enterprise” (attached with Sept 9th meeting materials agenda) and highlighted key challenges facing higher education at this time. Found it was especially interesting that more than 80% of institutions reported being in a strategic “transformative” planning mode.

- Reported that there will be an increase in interaction between the Faculty Senate and other Brandeis leadership, including:
  - Monthly Council meetings with the President & the Provost
  - President & Provost engagement with Senate at periodic monthly meetings
  - Senate President periodic meetings with the Chair of the Board of Trustees
  - Faculty Representatives to the Board of Trustees reporting to the Senate
  - Trustees engagement with the Senate on key issues/Task Forces
  - An assessment of current infrastructure and alignment of practices in support of the co-governance model.

- The Council reviewed Prof. Caren Irr’s request for Senate support of the Scholar Research Fund (attached to agenda) and decided to consult with the Provost given it may require a financial commitment for the University.

- The Senate supports co-sponsorship of the climate change events put forth by Prof. Sabine von Mering (attached to agenda).

Discussion: Direction and Priorities for 2016-2017

Strengthening Co-Governance Model

- The Chair reviewed the “Think Three” co-governance concept as a step toward a new culture and structures. One Senator noted a caveat that there is a difference in the power dynamic among the three; others acknowledged, recognized and accepted this difference in role and responsibility and agreed to unpack the meaning of the difference in collaboration. The Senate influence has ebbed and flowed from year to year. All also agreed the University is at a “propitious” moment in the history of the place with a new President, new Board of Trustees Chair, and active Senate leadership and the Senate should initiate a deep dive into co-governance models.
One Senator described three elements of governance in this way: 1) Share information in clear and transparent ways, 2) Solicit advice and share influence, 3) Advise and consent in decision making.

The Council clarified that the Board of Trustees has unique fiduciary responsibilities and is legally responsible for governance of the University. The Faculty Senate will work to define and codify the relationship with the Administrative Leadership and Board of Trustees to optimize collaboration via a new proposed Faculty Governance Task Force.

**Launching Senate and Joint Task Forces**

- The Senate Council is proposing three task forces and asks for further input and confirmation of this direction:
  - Faculty Governance and Co-Governance Task Force
  - Freedom of Expression/Inquiry Task Force on policies and practices at Brandeis (incorporating a lens of diversity and inclusion)
  - Workplace Bullying Policy for Faculty & Research Staff Work Group
    - Senators asked for clarification about the nature of workplace bullying at Brandeis and asked if Title IX rules would be sufficient to address the issue.
    - Senators agreed that some bullying situations do not fall within the Title IX structure and should be addressed in conjunction with the Title IX process.
    - The Chair pointed out that the Council will be meeting with the new Vice President of Human Resources, Robin Nelson-Bailey, who may also serve on this Task Force.

**Ensure continued access, accountability and responsiveness of the Senate to address legislation and other Faculty matters as needed**

- Senators agreed that the Faculty Senate needs to hold itself accountable and be responsive to Faculty needs and shape/address diversity on campus, as described in the Faculty Senate Resolution in response to the #FordHall2015 Movement (Nov. 30, 2015). The Senate also will continue to support the Campus Sustainability agenda/goals.
- The Senate Council (thank you John Wardle, Larry Simon and Sarah Mead) has begun and will continue a methodical review of the handbook, including a number of specific handbook clarifications/updates requested by Faculty over the past year:
  - Adding an Emeriti seat to the Faculty Senate
  - Appointment and promotion of Associate Professor of the Practice and appointments of Professor of the Practice
  - The formal request to address grievance procedures for faculty and staff (With respect to this, one Senator asked for clarification of the roll of the Committee for Rights and Responsibilities. The answer from another Senator was that the CFRR interprets and reinforces Faculty Handbook rules, but has recently asked for clarification on some issues from the Faculty Senate)
  - Role and responsibility of Faculty Representatives to the Board of Trustees
  - Policies and procedures regarding Senate review of appointments, reappointment/extension of appointment for Deans and Interim Deans
  - Alignment between Handbook and policies posted on Provost website
Policy for lateral moves between non-faculty Scientists/Fellow appointments to Professor track

Standing vs ad hoc committee for tenure decisions

- Once again, Senators discussed Standing vs ad hoc Committees for tenure promotion in A&S. One Senator said that Brandeis University may be the last in the country to have ad hoc committees and another Senator responded that this could be considered a source of pride. There seemed to be emerging consensus that the time has come to support a standing committee.

- The Chair asked Senators to step forward and identify their area of interest in advancing the 2016-17 agenda including the three new task forces. The principle being: “Every Senator has a job.”

- Senators responded in kind:
  - Prof. Raj Sampath is interested in transparency and accountability to students through the Freedom of Expression/Inquiry Task Force.
  - Prof. Elizabeth Ferry is interested in inclusion and equity through the Freedom of Expression/Inquiry Task Force.
  - Prof. Adrianne Krstansky is interested accountability through the Freedom of Expression/Inquiry Task Force.
  - Prof. Paul Miller is interested in all matters related to sustainability in climate and diversity.
  - Prof. Jane Ebert is interested in the Workplace Bullying Task Force and is willing to assist with the committee that will review the Faculty Handbook.
  - Prof. Nsiah-Jefferson will join the Workforce Bullying Task Force and is willing to assist with Co-Governance.
  - Prof. Faith Smith volunteered for the Faculty Governance and Co-Governance Task Force.

- The Faculty Senate report to the full faculty following this meeting on September 9th will include an invitation to engage in the work of the new task forces. A formal nomination process will follow in the coming weeks.

- In light of the recent and continuing presentations by four candidates for the new Chief Diversity Officer position, one Senator inquired if the Faculty Senate should have a point of view about the candidates and selection.
  - Senators requested that the Chair write to the Provost to inquire if/how the Senate could participate in the final selection process for this important new role.
  - The Chair will request CVs and other background information along with evaluation data provided to the Chief Diversity Officer search committee to be better informed about the selection.

- The Senate voted in favor of the direction and goals set for 2016-2017 and finds the three new Task Forces approach to be worthy and timely.

The meeting adjourned at 1:50 p.m.

Respectfully submitted on September 21, 2016 by Lanni Isenberg.