BRANDEIS UNIVERSITY
Faculty Senate Meeting 1 – 2017-2018

MEETING MINUTES

AGENDA

Tuesday, September 12, 2017
7:30 AM – 9:00 AM
Hassenfeld Conference Center, Geller Room
Coffee & Bagels will be served.

Connection via Zoom webconference: https://brandeis.zoom.us/j/957659484
Connection by phone: Dial: +1 408 638 0968 (US Toll), Enter Meeting ID: 957 659 484

7:30 A.M. WELCOME

Chair & Council Updates & Action Items
- Faculty Meeting Roles & Improvements
- Search Committees
- Senate Representative to Alumni Board
- Trustee Retreat
- New Tenure Promotion Committee
- Dignity at Work Group Task Force
- Action Items:
  - Phased Retirement Proposal from Provost (attached)
  - Resolution and Background Information from Faculty Against the Climate Threat (FACT) (attached)

7:45 A.M. – 8:25 A.M. Proposal for a New General Education Curriculum
  - Presentation & Discussion with Dean Susan Birren, Arts & Sciences

8:25 A.M. – 8:55 A.M. Chair Introductory Discussion on Faculty Governance Task Force
http://brandeis.edu/faculty-senate/FacultyGovernanceTaskForce.html (key docs attached)

8:55 A.M. – 9:00 A.M. Pending Agenda Items for October 17th Senate Meeting
- Dialogue with President & Provost, including Reflection on Reflection Process
- Proposal for Graduate Certification in College Teaching (attached)
• Ideas/Opportunities for Faculty to Engage with Media (attached)

Attachments:

» Phased Retirement Proposal from Provost
» Resolution and Background Information from FACT
» General Education Curriculum Proposal and Timeline
» Faculty Governance Task Force Documents
  » Executive Summary of Brandeis Faculty Governance Survey (Sept. 6, 2017)
  » Executive Summary of Peer Institutions (Aug. 17, 2017)
  » Faculty Governance Task Force Notes from First Meeting (Aug. 31, 2017)
» Itinerary for Governance Consultant, Susan Resneck Pierce

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Fall 2017 Faculty Senate Meetings

at the Hassenfeld Conference Center, Geller Room
(7:30 a.m. – 9 a.m.)

Tuesday, September 12th

Tuesday, October 17th

Tuesday, November 14th

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PRESENT: Chair, Susan P. Curnan, Joel Christenson, Jennifer Cleary, Joseph Cunningham, Elizabeth Ferry, Susan Holcombe, Adrianne Krstansky, Carol Osler, Laurence Simon, Faith Smith, John Wardle Via Zoom Phone Conference: Daniel Bergstresser, Rajesh Sampath

ABSENT: Joseph Assan, Jane Ebert, Anita Hannig (newly elected member), Sarah Mead, Paul Miller, Kate Moran

Note: Prof. Katy Graddy stepped down from the Senate to fulfill her administrative leadership responsibilities within the International Business School. On September 8, 2017, Prof. Anita Hannig was welcomed to the Senate through a special election within the Division of Social Science.

7:30 A.M. WELCOME

Chair & Council Updates & Action Items
• **Faculty Meeting Roles & Improvements**
  - The Chair announced two innovations regarding the Faculty Meeting:
    - First, there will be brief written reports from the President, Provost and Senate in advance of the meeting to allow for more time to discuss topics and answer questions in the allotted faculty meeting time.
    - Second, we will introduce remote participation and voting via the Zoom web conferencing system – both built on feedback from Faculty.
  - Senator Wardle and Senator Osler agreed to share responsibilities as needed in reading legislation at Faculty Meetings.
  - The Chair asked Senators if any among them would serve as parliamentarian this year. Hearing no volunteers, the Chair will continue to search for a parliamentarian.

• **Search Committees**
  - The Chair noted that the President just announced the new Senior Vice President of Institutional Advancement. Three faculty members, including the chair, served on the search committee. (Announcement attached, Pres. Liebowitz, 9.7.17)
  - Search committees will soon be announced for a Dean of A&S, as current Dean Susan Birren’s term will conclude in December 2017, and a search for a new Dean for the International Business School. Both will be national searches with expected internal candidates. The Provost will approve the search committees and will confer with the Senate Council as per the Faculty Handbook.

• **Senate Representative to Alumni Board**
  - Senator Christenson, a Brandeis graduate, has accepted a role as the first Faculty Senate Representative to the Alumni Board and will provide a report to the Senate following meetings. This appointment was made at the invitation of the Chair of the Alumni Board who is also a Trustee.

• **Trustee Retreat**
  - Since Faculty Governance Consultant Susan Resneck Pierce was unable to leave Florida due to the Hurricane Irma weather emergency, the September Board of Trustees retreat has been rescheduled to November to coincide with the November Board meeting.
  - The Chair addressed questions regarding the recent resignation of Board Chair Larry Kanarek and noted that the new chair will be elected this afternoon.

• **New Tenure Promotion Committee**
  - The Faculty Senate is receiving nominations for candidates for the new Tenure Promotion Committee. The nominations will close on Friday, September 15th, 5 p.m.

• **Dignity at Work Group Task Force**
  - Dignity at Work Group co-chairs Senator Simon and Senator Osler provided an update. Since the May 2017 Faculty Senate Meeting, members of this Faculty Senate subcommittee met with President Liebowitz, Human Resources Vice President Robin Nelson-Bailey, Chief Diversity Officer Mark Brimhall-Vargas, and the CFRR Chair Tim Hickey.
Next, the Dignity at Work Group will meet individually with Deans including, Susan Birren (A&S), Eric Chasalow (GSAS), David Weil (Heller), Peter Petri (IBS), and Karen Muncaster (VP of Rabb).

The Dignity at Work Group plans to provide a report of findings in December 2017.

- **Action Item:** The VP of Diversity, Equity & Inclusion is interviewing candidates for a new ombudsman position for the University. The Senate Chair will request a copy of the ombudsman job description for the Dignity at Work Group to review as well as a meeting to discuss coordination.

**7:45 A.M. – 8:25 A.M. Proposal for a New General Education Curriculum**

- Presentation & Discussion with Dean Susan Birren, Arts & Sciences and Elaine Wong, Senior Associate Dean of Arts and Sciences for Undergraduate Education

- **New General Education Curriculum Review**
  - Dean Birren provided an overview to the approach for the new curriculum development and focused on key differences between the new curriculum and old. (summary chart attached).
  - Senators praised the General Ed Task Force and Undergraduate Curriculum Committee for thoughtful work. The discussion focused largely on the implications for faculty roles and workloads as well as the need for an implementation plan and budget.
  - **Action Item:** Send any comments about the new Curriculum to the Chair before the October faculty meeting to share with Dean Birren.
    (It was noted that in a recent meeting with Faculty Representatives to the Board of Trustees, President Liebowitz confirmed that the curriculum revisions are strong in principle and concept, but not yet complete and will need an implementation plan along with a detailed financial analysis to come to fruition.)

- **Senators discussed the Phased Retirement Proposal from Provost Lynch.**
  - Senators commented that the incentive presented didn’t seem enticing enough for participation and requested a balance sheet showing additional costs and implications. Other Senators agreed with this point.
  - One Senator brought up pay equity issues, in particular noting how some new faculty are paid more than long-time faculty and how some long-time faculty are paid less than when they started service to Brandeis (“income compression”).
  - **Action Item:** The Chair agreed to take these comments to the Provost for consideration.

- **Senators discussed the Resolution and Background Information from Faculty Against the Climate Threat (FACT).**
  - Senators described the work of FACT and the group intention, having petitioned the Senate Chair for time on the Faculty meeting agenda.
A robust discussion followed with the Senate largely in agreement with the Resolution, but want to suggest reframing language in order to capture Trustee approval.

- **Action Item:** The Chair will invite a small group of Senators (including the two Senators who signed the FACT petition) to consider revisions to the Resolution.

### 8:25 A.M. – 8:55 A.M. Chair Introductory Discussion on Faculty Governance Task Force
[http://brandeis.edu/faculty-senate/FacultyGovernanceTaskForce.html](http://brandeis.edu/faculty-senate/FacultyGovernanceTaskForce.html)

- The Chair summarized the engagement process with the Task Force to date, urged Senators to go to the website and asked the Senate to take time after the meeting to review the minutes from the first meeting of the Faculty Governance Task Force.
- The Chair responded to an inquiry about the role of the Faculty Senate at the dinner with consultant Susan Resneck Pierce on Mon, Sept. 25th. At the dinner, Senators will respond to the question, “What should the role of Senate be?”

Meeting adjourned at 9:05 a.m.

Respectfully submitted by Lanni Isenberg.
Dear Faculty, Students, and Staff,

I’m delighted to share with you the news that we have selected a new senior vice president of institutional advancement, an incredibly accomplished philanthropy executive. Zamira Korff has spent nearly two decades at Combined Jewish Philanthropies of Boston and, as senior vice president of strategic philanthropy, has helped President Barry Shrage raise $55 million annually to support its mission.

I believe Zamira is the perfect person to continue to expand our philanthropic mission and add to the foundation Nancy Winship, P’10, P’13, and our Institutional Advancement team have built.

I’m deeply grateful to the search committee, particularly Board of Trustees institutional advancement co-chairs Barbara Mandel, P’73, and Jon Davis ’75, as well as faculty representatives Wendy Cadge, Dan Bergstresser and Susan Curnan; Lisa Lynch; Stew Uretsky; and Ira Jackson.

Below is the full announcement about Zamira’s appointment. I know she looks forward to working with all of you.

Sincerely,
Ron

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Philanthropy Executive Zamira Korff Named Senior Vice President of Institutional Advancement at Brandeis University

Korff led $55 million annual fundraising effort, capital campaigns at Combined Jewish Philanthropies of Boston

WALTHAM, MA (Sept. 7) — Brandeis University has appointed Zamira Korff, who has led successful efforts to raise tens of millions of dollars annually for Combined Jewish Philanthropies (CJP) of Boston, as senior vice president of institutional advancement. Korff will serve as Brandeis’ senior fundraising executive and will lead both alumni relations and advancement at the university.

Brandeis’ philanthropic enterprise engages with donors around the world to align their interests with the university’s mission: academic excellence, the promotion of critical thinking, a commitment to openness, and a determination to use one’s gifts to improve the world. Korff will lead Brandeis’ efforts to advance and expand donor engagement — including alumni, parents, friends, foundations and corporations — in meaningful ways and in pursuit of shared goals.

“Brandeis has a deeply inspiring mission, and I am both thrilled and honored to have been chosen to lead philanthropic strategy and activity in support of that mission,” Korff said. “As both a strong and diverse liberal-arts university and a leading center of research, Brandeis is uniquely positioned to promote innovation and collaboration locally, nationally and globally. Fundraising is about realizing our best hopes and dreams and I believe Brandeis, under the bold and passionate leadership of President Ron Liebowitz, has a truly extraordinary vision for the future. I look forward to working with President Liebowitz, along with Brandeis’ excellent faculty, students, alumni, Board of Trustees and institutional advancement team to achieve that
Korff will begin her role full time on October 23 and will visit campus weekly until that start date. She succeeds Nancy Winship, P’10, P’13, who stepped down in June and assumed the role of chief philanthropic adviser to President Liebowitz.

“Zamira has a proven track record in establishing a philanthropic strategy and leading creative and highly successful campaigns that deeply resonate with donors,” said President Liebowitz. “I know her warmth, intelligence, energy and good humor will be embraced by Brandeis supporters, alumni, parents and students. Zamira is looking forward to developing strong relationships with donors who have supported Brandeis for decades, and to forging relationships with new donors and expanding our reach, regionally, nationally and globally.”

Korff joined CJP as director of the women’s division in 1997. She advanced to the positions of director of major gifts and director of development before becoming senior vice president of development in 2010. In 2015 she was named senior vice president of strategic philanthropy. In that role, she has been responsible for working with CJP’s top donors, leading a $12 million-plus capital campaign, and raising $55 million annually to sustain and support CJP’s operations and community programs. In addition to leading the development department, Korff was responsible for developing the Israel and overseas agenda for CJP’s 2008 Strategic Plan.

“Zamira has provided dedicated leadership in fundraising for CJP’s annual campaign during her tenure of nearly two decades. She was a great partner to me as we developed our vision for the future of CJP,” said Barry Shrage, H’17, president of CJP since 1987 and the recipient of an honorary degree at Brandeis’ Commencement in May. “She was also a wonderful advocate for new and innovative programs, helping us integrate planning and fundraising, vision and implementation while at the same time developing strong relationships with donors and foundation staff. She will certainly help President Liebowitz cultivate the resources needed to further develop and implement his best hopes and dreams for the university.”

“Zamira brings to Brandeis an impressive record of achievement and experience in both philanthropic strategy and the stewardship of donors,” said Barbara A. Mandel, chair of the institutional advancement committee of the Brandeis Board of Trustees. “I am confident she will be able to build on the strong foundation established by Nancy Winship and the university’s institutional advancement staff.”

Before coming to Boston, Korff served as legislative aide to the Senate Foreign Relations Subcommittee on European Affairs in Washington, D.C. On behalf of then-Senator Joseph Biden, chair of the subcommittee, Korff helped to create legislation on foreign-policy issues including arms control, collective security, free enterprise initiatives and market development in the newly emerging democracies of Eastern Europe. She also concentrated her efforts on the conflict in Bosnia and the role of the United Nations as peacekeeper in the post-Cold War world.

Korff earned her bachelor’s degree from the School of International Service at American University in Washington, D.C. She and her husband Matthew Oudens have a daughter, Adele. The family lives in Brookline.

Founded by the American Jewish community in 1948 as a nonsectarian institution at a time when exclusionary practices prevented equal access to some of the nation’s best universities, Brandeis has always welcomed talented students and faculty of every ethnicity, religion and cultural background. Brandeis is a medium-sized private research university with global reach, dedicated to first-rate undergraduate education and the making of groundbreaking discoveries. Brandeis’ 235-acre campus is located in the suburbs of Boston, a global hub for higher education and innovation.

Brandeis’ 569 faculty members are leaders in their fields, as passionate about teaching and mentorship as they are about pushing the boundaries of knowledge. The university’s 5,729 students are motivated, compassionate, curious, and open to exploring new and challenging experiences. A young institution, boldly conceived, Brandeis is intent on carrying on the great traditions of learning at the highest levels of rigor and meaning, with a moral conviction for inclusion and justice. In a world challenged by intolerance and ignorance, and burdened
by disregard and disdain for learnedness, reason and inquiry, Brandeis has a special and unique role to play.
### Comparison of New and Old General Education Requirements

<table>
<thead>
<tr>
<th>Old Requirement</th>
<th>New Requirement</th>
<th>Number (old/new)</th>
<th>Thematic group</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Writing Seminar (UWS)</td>
<td>First Year Experience (including UWS)</td>
<td>1/1</td>
<td>First Year Experience</td>
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<tr>
<td>Quantitative Reasoning</td>
<td>Quantitative Reasoning</td>
<td>1/1</td>
<td>Foundational Literacies</td>
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<tr>
<td>Writing Intensive</td>
<td>Writing Intensive</td>
<td>(1-2)/1</td>
<td>Foundational Literacies</td>
</tr>
<tr>
<td>Oral Communication</td>
<td>Oral Communication</td>
<td>(0-1)/1</td>
<td>Foundational Literacies</td>
</tr>
<tr>
<td>-</td>
<td>Digital Literacy</td>
<td>0/1</td>
<td>Foundational Literacies</td>
</tr>
<tr>
<td>School Distribution</td>
<td>Schools of Thought</td>
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<td>Schools of Thought</td>
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<tr>
<td>Physical Education</td>
<td>Health, Wellness, and Life Skills</td>
<td>2 sem/3 modules (1.5 semesters)</td>
<td>HWLS</td>
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<tr>
<td>-</td>
<td>Diversity, Equity and Inclusion in the US (DEIS-US)</td>
<td>0/1</td>
<td>Global Engagement</td>
</tr>
<tr>
<td>Non-Western and Comparative</td>
<td>Difference and Justice in the World (DJW)</td>
<td>1/1</td>
<td>Global Engagement</td>
</tr>
<tr>
<td>Foreign Language</td>
<td>World Languages and Cultures (WLC)</td>
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<td>Global Engagement</td>
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<tr>
<td>-</td>
<td>Additional Global Engagement (if WLC &lt;3)</td>
<td>0/1</td>
<td>Global Engagement</td>
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<tr>
<td></td>
<td>DEIS-US/DJW/WLC</td>
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Maximum number (credit-bearing)*: Old Requirements/New Requirements: 11/13

*This assumes one Schools of Thought course double counts towards the major, with no other double counting. The actual number of courses taken will be lower as students double count in different combinations and because the new Writing Intensive, Oral Communications, and Digital Literacy requirements will, in general, double as courses required for the completion of the major.