BRANDEIS UNIVERSITY
FACULTY SENATE MEETING #3 – 2018-2019
MEETING MINUTES
AGENDA
Tuesday, October 23, 2018
12:30 PM – 2:00 PM
Heller-Brown Classroom 163 (Floor 1 by elevator)

12:30 P.M. Welcome
❖ Update and Discussion with Diversity, Equity, & Inclusion Leadership:
   Mark Brimhall-Vargas, Chief Diversity Officer and Vice President for
   Diversity, Equity and Inclusion, Allyson Livingstone, Director of Diversity,
   Equity, and Inclusion Education, Training, and Development, and
   University Ombuds, Cathy Burack, Donald Greenstein and Elena Lewis

1:15 P.M.
❖ Shared Reflections on Faculty Meeting and Board of Trustees Meeting
❖ Report from Senate Council
   o Remote Participation and Voting Update
   o Upcoming Legislation for November 2nd Faculty Meeting
   o Updates on ongoing matters: Parliamentarian Update, Dignity at
     Work Committee, Faculty Governance Task Force

2:00 P.M. ADJOURN

Attachment:
❖ Stew Uretsky Slides on Finance and Administration Report (forthcoming)

Calendar Reminders:
❖ Mon., Oct. 29th President Liebowitz’s Address and Q&A (Sherman Hall), 1pm
❖ Tues., Oct. 30th Finance & Administration Town Hall (Int’l Lounge Usdan), 1pm
❖ Fri., Nov. 2nd Faculty Meeting #3 (Gerstenzang 123), 2pm
❖ Tues., Nov 6th VOTE!
❖ November 27-28, Board of Trustees Retreat
❖ Tues., Dec. 4th Senate Meeting #4 (Heller-Brown 163), 12:30pm – The Provost will join us.
❖ WED., Dec. 12th Faculty Meeting #4 (Gerstenzang 123), 2pm

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PRESENT: Susan P. Curnan, Chair, Joseph Assan, Daniel Bergstresser, Bernadette Brooten, Joel Christensen, Susan Holcombe, Danielle Igra, Dmitry Kleinbock, Kate Moran, Rajesh Sampath, Raphael Schoenle, Liuba Shrira, Laurence Simon (via Zoom video conference)

ABSENT: Jennifer Cleary, Jane Ebert, Adrianne Krstansky, Sarah Mead, Carol Osler, Faith Smith

GUESTS: Mark Brimhall-Vargas, Chief Diversity Officer and Vice President for Diversity, Equity and Inclusion, Allyson Livingstone, Director of Diversity, Equity, and Inclusion Education, Training, and Development, and University Ombuds, Cathy Burack, Donald Greenstein and Elena Lewis

Welcome

The Chair welcomed everyone and announced that the start of the meeting will be treated as a “closed door conversation” between the Diversity, Equity, and Inclusion Leadership and the Senate.

Update and Discussion with Diversity, Equity, & Inclusion Leadership

Mark Brimhall-Vargas introduced himself and all guests. He described his approach and work accomplished in the past two years since arriving at Brandeis. He talked about the structure of the Diversity, Equity, and Inclusion office. Dr. Allyson Livingstone joined the department approximately one year ago to conduct university-wide training, advocacy and development. The ombuds were introduced. In particular, Don Greenstein’s ombuds position was developed in response to the #FordHall2015 demands. The initial intention, though not articulated specifically in the demands, was to have an advocate for students on campus. The ombuds are not advocates, but they have already become part of many conflict resolution procedures. Brimhall-Vargas hopes for full funding for the ombuds in the next fiscal year.

Brimhall-Vargas and Dr. Livingstone tested a multicultural and conflict framework with students at the start of the school year. They have further tests planned, including with “Campus Communicators” in Ira Jackson’s department (EVP, Communications & External Relations) and with Faculty. In addition to understanding the content of the framework, the discussions with Communications and Faculty will align their understanding with the students’ experience.
Brimhall-Vargas described the challenge in hiring diverse faculty and overcoming “implicit bias.” He talked about the challenge among the DEI Leadership because they are not in a position to influence Faculty. The University is making some progress in hiring, but some areas/divisions are better equipped to address diversity hiring than others and overall, have more opportunities to hire faculty. Brimhall-Vargas is willing to sit in on any Faculty search committee, but recognizes the challenge related to the individual needs of any given Faculty search.

Brimhall-Vargas said that the BUSAC (University Staff Committee) is making progress on equity policy issues among staff, but they are not addressing faculty equity policies.

The Chair noted another gap in faculty policy. The Faculty Handbook and policies in place do not address faculty promotions in the context of DEI goals, specifically.

Senators asked the DEI Leadership Team for suggestions about how to build the Brandeis mission statement and values into the governance handbook.

Brimhall-Vargas said that he is not a voting member at the Faculty Meeting, so is hesitant to weigh in, but that unless the mission statement is embedded in the culture at Brandeis, including a statement at the top of the governance document may not be effective or resonate throughout.

While students often suggest mandatory diversity trainings for faculty with the intention of addressing pedagogy issues in classes or classroom climate/experience challenges, the work to be done to help faculty understand the diversity among students in their classrooms will require a more in-depth systemic process than a training session would offer.

Another Senator asked about accountability and diligence in pursuing diverse faculty candidates in searches. The DEI Leadership suggested that Deans need to hold accountable the search teams and make sure to relay the priority.

Brimhall-Vargas noted that a lot of the diversity trainings and events on campus are widely attended by Staff, and not by many Faculty and suggested that Department Chairs need to better emphasize the importance of attendance at events.

Brimhall-Vargas introduced University Ombuds Donald Greenstein. Greenstein is part of informal dispute resolution processes and meets with a lot of students regarding conflict, which can be good or helpful sometimes, but many stories have arisen about bullying and other conflicts on campus.

University Ombuds Elena Lewis described ways that the DEI Leadership Team can support faculty, including dealing with students in difficult situations. She stated that the Ombuds
have no vested interest in a situation working out in a particular way. The Ombuds are meant to be a bridge to communication. Each Ombuds has a specific Ombuds email address and communications are completely confidential unless someone may harm themselves or others.

University Ombuds Cathy Burack said that as part of the DEI office, the Ombuds follow four tenets:

1. Confidentiality
2. They are neutral and not advocates
3. Information resource (no process is required)
4. Independent from the University Administrative Leadership.

The Ombuds operate on behalf of the Brandeis community.

Allyson Livingstone is part of searches for many new faculty. She continues in trainings to discuss “implicit bias” and topics of privilege and oppression. Dr. Livingstone is invited to participate as diversity representative on search teams, but finds that search teams are unsure of their role, the expectations and lack clarity regarding their commitment to diverse hiring.

Senators thanked the DEI Team for their work and said they are an extraordinary resource, but that it was surprising to hear some of the issues on campus.

**Updates on ongoing matters:**

**Dignity at Work Committee**

Senators Simon and Shrira said that the meeting of the Senate’s Dignity at Work Task Force with the CFRR and Provost ultimately resulted in a decision that the Dignity at Work group would remain independent from the CFRR. As a next step, the Dignity at Work Committee will begin an education campaign for Faculty and recommend it be situated as a committee of the Senate.

The Chair suggested that the Dignity at Work Committee determine if they would like to present anything at the November 2nd Faculty Meeting because due to the pending faculty governance matters, the best time to accommodate the topic on the agenda will be to include it in November or wait until February or March meetings. Another option is to discuss the group’s work with Faculty in a more decentralized way.
Remote Participation and Voting Update

The Chair and Council have been engaged with Institutional Research and Brandeis IT about remote participation and voting at faculty meetings. With input from the Senate President, the Institutional Research team is developing a memo for the Faculty President and Provost on how electronic participation and voting would work. The goal of the memo is to give Faculty clarity, confidence and security. It is anticipated that the memo will be distributed with the November 2\textsuperscript{nd} meeting agenda.

There is a new Faculty meeting location for November 2\textsuperscript{nd} – a meeting space in the new Skyline building. The Chair will join the meeting remotely to test the new system.

Faculty Governance Task Force

The Faculty Governance Task Force will introduce new legislation in “big buckets.” Amendments may be presented for each recommendation and are expected. The language addressing the size of the Senate will be presented last. It is expected there will be 7-9 “big bucket” motions.

The full content of the Task Force’s proposed legislation will be distributed several weeks prior to the Faculty Meeting where it will be discussed.

One Senator suggested that it will be important to be supportive of the Dignity at Work Committee and not reduce the number of seats on the Senate. Some Senators are drafting an amendment to that effect.

A Senator, in thinking about the Senate and Faculty governance as a whole, emphasized the importance of making sure people hired are committed to the values of the University. The Chair mentioned that there is a particular tenet indicated in the Free Expression Principles that may help articulate that.

One Senator described the practice of a particular department that requires Faculty candidates to articulate a diversity statement within the application.

After the Board of Trustees meeting, in a debrief call with Chairman Meyer Koplow, the Chair invited Meyer Koplow to a Faculty Senate meeting and he may join in January to discuss a broad range of governance issues with the Senate.

The meeting adjourned at 1:55 p.m.

Respectfully submitted by Lanni Isenberg.

October 24, 2018