BRANDEIS UNIVERSITY
FACULTY SENATE MEETING #2 – 2018-2019

MEETING MINUTES

AGENDA

Tuesday, October 2, 2018
12:30 PM – 2:00 PM
Heller-Brown Classroom 163 (Floor 1 by elevator)

Lunch will be provided

12:30 PM Welcome & Lunch

Conversation/Q&A with the Faculty Governance Task Force

1:20 PM Electronic Voting

1:45 PM Principles of Free Expression

2:00 PM Adjourn

Attachments

• April 2018 Recommendations from the Faculty Governance Task Force (Task Force website: https://www.brandeis.edu/faculty-governance/index.html)
• President Liebowitz’s Faculty Meeting Remarks & Faculty Governance Update Documents
• Summary Matrix of the Current Role of the Senate in the Faculty Handbook
• Faculty Handbook – See weblink: http://www.brandeis.edu/provost/faculty-info/pdfs/faculty_handbook_08_14_17.pdf
• CONFIDENTIAL – Results of Faculty Poll on Electronic Voting
• CONFIDENTIAL – Free Expression Principles

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

ABSENT: Jennifer Cleary, Adrianne Krstansky, Sarah Mead, Faith Smith

GUESTS: President’s Faculty Governance Task Force: Wendy Cadge, Co-Chair, Susan P. Curnan, Co-Chair, Susan Resneck Pierce, Consultant, Anne Marando, Michael Randall, Shannon Kearns, Task Force Administrator

❖ Welcome and Lunch

The Chair welcomed members of the Senate and Faculty Governance Task Force. Due to the full agenda and room-full of guests, the Chair did not have each person introduce themselves, and instead provided name placards for each attendee, including the two Senators who joined via web conference. As Chair of the Senate and Co-Chair of the Task Force, Senator Curnan noted that her role in this meeting will be to facilitate conversation and be a neutral facilitator.

The Chair also noted that Senate Council Member Moran will chair any Faculty meetings this year with Task Force matters on the schedule.

Conversation/Q&A with the Faculty Governance Task Force

The Chair introduced Faculty Governance Task Force Consultant Susan Resneck Pierce and identified two discussion topics the Senate would like the Task Force to address: coordination with the Senate’s Dignity at Work Task Force and the representation and size of the Faculty Senate. *

The Chair further announced that she would act as a neutral facilitator because she both chairs the Senate and is the co-chair of the Faculty Governance Task Force. She also announced that Senate Council Member Moran has agreed to chair the faculty meeting when the governance changes are being brought before the faculty. The Chair introduced the conversation by stating there were two main issues that the Senate wanted to discuss: coordination with the Dignity at Work Task Force and representation and sizing of the Faculty Senate. She also introduced Susan Resnick Pierce who provided an overview of the Faculty Governance Task Force’s goals and charge from the President.

* The following is excerpted from notes recorded by Faculty Governance Task Force Administrator S. Kearns.
Susan Pierce also stressed, as did other members of the TF, that the TF was bringing to the faculty its best thinking but assumed that the faculty might well amend these recommendations and that the Task Force welcomed the collective wisdom of the faculty.

**Dignity at Work Task Force**

The Chair introduced the co-chairs of the Dignity at Work Task Force, Senator Carol Osler and Senator Larry Simon, as well as Dignity at Work Task Force members Senator Susan Holcombe, Senator Liuba Shrira and three members not present, Senator Sarah Mead, Professor Chad Williams and Professor Marion Smiley.

Senator Holcombe summarized that the recommendations on behalf of the Dignity at Work Task Force stating that faculty have to have a say in any form of bullying that affected or involved faculty. That being said, the Dignity at Work Task Force wants to find a way to support the Governance TF's work while also ensuring that there is room to allow the Dignity at Work recommendations to move forward. The Dignity at Work Task Force is hoping that the Governance recommendations can be presented in such a way that Dignity at Work is seen as a governance issue and is authorized to happen by the governance reforms proposed. Emphasis was placed on Dignity at Work needing to be implemented in a structured manner with real training for the faculty that would be involved.

Task Force members informed Senators that the Governance TF has taken up this issue of coordinating with Dignity at Work at least twice already and has thus far concluded that the work process should be separate. The Governance TF is a presidentially constituted TF that focuses on faculty governance at an institutional level. Because the few members of the Governance TF present cannot speak for the whole, it was agreed that the Governance TF would bring this issue back to their next meeting for discussion. The Governance TF will review the memo sent earlier this morning by the Dignity at Work TF as part of this process.

Members of the Dignity at Work Task Force agreed that it is not clear where the Dignity at Work Task Force should be housed, e.g., as a new committee of the Senate, a subcommittee of the CFRR, or another Committee, but that wherever it is placed, it should be done in a structured manner.*

**Size of the Senate**

Senators asked the Faculty Governance Task Force what “best practices” were used to determine the recommendation to downsize the Senate and the Task Force members

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* End S. Kearns notes excerpt.
responded that their recommendations weren’t necessarily based on a “best practice” but instead based on trying to increase faculty impact while not adding more committee seats/commitments.

Senators asked the Faculty Governance Task Force several questions that require further discussion, and will schedule a meeting of Senators and Task Force Members to focus on the following issues:

- Addressing any perceived imbalance and necessary redistribution in representation of the Faculty Senate and other committees, both appointed and elected.
- Explicitly addressing the disproportionality of advising/teaching and mentoring effort among Faculty who are People of Color as well as, in some way, addressing issues of representation in terms of racial diversity and faculty status, i.e., concerns of lecturers, tenured faculty, contract faculty, etc.
- Having the Brandeis mission reflected in faculty governance work with checks and balances in place to reinforce or evaluate status of the tasks.
- Understanding the data and sequencing related to decision-making/Faculty voting – who exactly is eligible to vote and who does and does not exercise their right to vote? Why?

One Senator asked the Task Force members if any amendments to recommendations proposed at a Faculty Meeting would be considered individually in sequence or in a block, and the Task Force co-chair said that recommendations will likely be considered in a block but not yet decided. The Task Force emphasized that any Faculty member can bring amendments to the legislation when presented at the Faculty meeting.

The Task Force members departed at 1:30 P.M.

Senators said that the Task Force recommendations need to be discussed. Senators explained that the Task Force seems very determined to implement their plan without Faculty Senate (Faculty representatives’) consent, but rather by petition to make it clear this is coming from the Task Force, not the President, Provost or Senate.

Some Senators now intend to write to the Task Force to request a written statement about the Task Force intentions to adhere to the mission of the University and specifically about intentions to address on diversity and representation – for faculty review, before any vote.

- **Electronic Voting**

The Chair reported that the Faculty Senate Council has met with the President and Provost 4-5 times this semester and the Council and the President recommends use of technology for electronic voting in a 1-year pilot. The recent faculty survey offers overwhelming support for electronic participation and voting:
Out of 227 respondents, 212 voted yes in support of allowing Electronic Participation in Faculty Meetings (93.4%). Out of 229 respondents, 189 voted yes in support of allowing Electronic Voting (82.5%). *(Faculty Meetings, Electronic Streaming and Voting Survey, Office of Institutional Research Faculty, September 27, 2018.)*

Senators supported the idea of testing the system on a trial basis with careful thought about metrics for the evaluation, i.e., at what rate are people participating/listening.

Senators brought up concerns about risks to trying an untested electronic voting system as faculty governance is being designed. We must be vigilant about process.

One Senator said that the cost of not doing electronic voting may offset the risk of trying to vote electronically.

The Chair clarified that the President has proposed having the faculty meetings live-streamed and archived so Faculty who are eligible to vote may watch and make an informed vote. More to come on this in consultation with the Office of Institutional Research.

Senators discussed challenges with timing and sequencing regarding any voting and amendments to legislation.

All Senators present agreed in principle that electronic voting is a very good idea and suggest possibly using it only for the vote on the ultimate decision once all amendments have been made in the faculty meeting.

Senators raised questions about whether voters should be required to be part of the meeting in order to vote, if voters will be anonymous and if they feel free to vote as they wish without judgment or influence by supervisors in particular.

The Media Technology Services technician present (supporting web conferencing in progress) suggested that Media Technology Services could provide information to the Senate and/or President if there are questions about anonymity and technical process of live electronic voting.

In principle, Senators favored electronic voting, but want to establish a small work group to hash out operating rules.

The Chair said that the Provost and the Faculty Senate Council will put together a work group to consider operating rules.

**Principles of Free Expression**

It was further agreed that the Senate Council will work with the Provost on the Free Expression Principles, including Principle #6 added by the President and approved by the Trustees at their September meeting, to put together a small work group to address
how these principles might be incorporated in the Handbook and perhaps in the policy guidance.

Meeting adjourned at 2:00 PM.

Respectfully submitted by Lanni Isenberg.
October 5, 2018