BRANDEIS UNIVERSITY
FACULTY SENATE MEETING #6 – 2018-2019

MEETING MINUTES

AGENDA

Tuesday, February 26, 2019
12:30 PM – 2:00 PM
Mandel Center for the Humanities, 3rd Floor Reading Room (303)

Feel free to bring your lunch
Refreshments will be provided

12:30 P.M. Discussion: Faculty Governance Process & Next Steps
• Senate amendment to Motion 9 of Faculty Governance
• New Senate Work Group proposal on the role, composition and operations of the Senate

1:00 P.M. Update from Dignity at Work Task Force & Next Steps

1:15 P.M. Workgroup on New Policy for “Pathways to Retirement” for Multi-year Contract Faculty

1:30 P.M. Planning
✓ Succession of Senate Leadership
✓ Goal setting/surveying issues of importance to the faculty
✓ Agenda items for late March & May Senate meetings:
  Consultation with provost & DEI Leadership on Campus Climate & the Independent Investigation Report; Review of new policy on “consensual relationships"

2:00 P.M. ADJOURN

ATTACHMENTS
✓ Senate Tasks & Responsibilities in the Faculty Handbook
✓ Handbook Revisions regarding the Senate from February 1st Faculty Meeting
✓ Proposed Senate amendment to Motion 9 of Faculty Governance recommendations
✓ Policy Pathways to Retirement for Tenure Faculty
PRESENT: Susan P. Curnan, Chair, Daniel Bergstresser (via phone), Bernadette Brooten, Joel Christensen, Susan Holcombe, Dmitry Kleinbock, Sarah Mead, Kate Moran, Carol Osler, Rajesh Sampath, Liuba Shrira

ABSENT: Joseph Assan, Jennifer Cleary, Jane Ebert, Danielle Igra, Adrianne Krstansky, Raphael Schoenle, Laurence Simon, Faith Smith

Discussion: Faculty Governance Process & Next Steps

- Senate amendment to Motion 9 of Faculty Governance
- New Senate Work Group proposal on the role, composition and operations of the Senate

- Believing and knowing that the Faculty Governance Task Force did not spend adequate time or attention on the matter of Senate form, function and best practices in Senate governance, Senators discussed the proposed Senate amendment to postpone or table motion 9 of the Faculty Governance Task Force proposal until deeper study could be applied. Discussion topics included:
  - The role and pattern of at-large Senate Seats, including a 10-year overview of the school/division distribution newly researched and presented by the Senate Administrator and Senate Chair.
  - Senators discussed the importance of contract faculty and emeritae faculty being appropriately represented on the Senate; reiterated the importance of putting the focus on equity in composition that adequately represents the full faculty, not necessarily the size of the Senate; and making sure to align Senate form and function with the University vision presented by President Liebowitz.
  - Senate Chair shared the Senate Peer Comparison offered by the President on November 30th suggesting vast difference in approach to formulation of Senates. (Attached)

- The Senate Chair encouraged all Senators to attend the March 1st Faculty Meeting and to speak up regarding their support of the amendment to motion 9 of the Faculty Governance Task Force proposal.
- The Senate Chair reminded Senators to start thinking about candidates for the spring 2019 Senate elections and reviewed the 9 seats to become available, including 1 Humanities, 1 Heller School, 1 IBS, 5 At-Large and 1 Emeritae.
- One Senator said that it might be helpful in recruitment if faculty know what some of the Senate’s focus areas will be for the next academic year. The Chair will include some examples online.
ACTION ITEM: The May 16th Faculty Senate will need to be rescheduled due to a conflict with the department chairs meeting. The Senate Administrator will distribute a poll to find another option for the May Senate meeting.

Update from Dignity at Work Task Force & Next Steps
- Senator Osler and Senator Holcombe provided a summary of the February 25th Dignity at Work Task Force Faculty Forum. Senators Curnan, Christensen and Bergstresser also provided details and impressions from their attendance at that session.
- The Task Force is collecting comments and questions from each of the Faculty Forums to address and incorporate into the next iteration of their report and recommendations.
- The Senate Chair, ex officio on the Dignity at Work Task Force, acknowledged the two years of hard work and effort by the Task Force, and characterized the work as groundbreaking for universities.
- The Senate Chair acknowledged appreciation for the Task Force and expects to see proposed Handbook language before the end of term.

Workgroup on New Policy for “Pathways to Retirement” for Multi-year Contract Faculty
- Senator Mead agreed to participate in a work group to draft language for multi-year contract faculty “pathways to retirement” to be based upon the tenure track faculty plan (available on the Provost’s website).
- Once Senate members and other faculty are identified to work on this project, the Provost and Senate will work together to develop a plan for full faculty review.

Planning
- Succession of Senate Leadership
- Goal setting/surveying issues of importance to the faculty
- Agenda items for late March & May Senate meetings:
  Consultation with provost & DEI Leadership on Campus Climate & the Independent Investigation Report; Review of new policy on “consensual relationships”
- Senators brainstormed additional topics for potential discussion for the 2019-2020 Senate to address, including:
  - Senators Brooten, Christensen and Sampath to work on a new Faculty Handbook Committee focused on DEI and Social Justice.
  - Nondiscrimination adjudication policy.
The form and function of the Faculty Meeting itself in terms of how it functions and what is its purpose? How does faculty gather? How can faculty make the content of the faculty meeting more engaging? Has been a perennial question for decades and is time to address.

The meeting adjourned at 2:00 p.m.

Respectfully submitted by Lanni Isenberg, Senate Administrator.

February 27, 2019

ATTACHED: November 3, 2018 – Faculty Senate Peer Comparison
Faculty Senate Peer Comparison, Nov 30th

Below are excerpts describing the set-up of some of our peers' faculty governance bodies. These excerpts are "raw data," which are simply meant to illustrate a variety of approaches to this issue, and to serve as a point of reference for future discussion.

Brown University

- **Information about general faculty governance is behind a password

- Faculty Executive Committee

- Membership Guidelines (http://cs.brown.edu/people/jsavage/TaskForce/Governance.Motions/FacultyManagement.html): "There shall be nine faculty members: three officers; Chair, Vice Chair, and Past Chair, and six others. The members shall be distributed among the four groups listed in Section 12, II, [information about these groups is behind a password] in such a way that at least one member from each group and no more than three from one group are on the Committee at one time. The position of the Chair of the Faculty shall rotate among the four in such a way that no person from one group shall become a Chair unless the department has more than fifty regular faculty members on its rolls. At least one member of the Committee shall have an academic rank of assistant professor and at least two members of the Committee shall have an academic rank of associate or full professor."

Carnegie Mellon University

- Faculty Senate

- Information behind password

Case Western University

- Faculty Senate (https://case.edu/facultysenate/sites/case.edu.facultysenate/files/2018-09/Faculty%20Handbook%202018-2019.pdf)

- Membership: "The voting members of the Faculty Senate shall be the president of the University, the provost or a designee of the president, the secretary of the Faculty Senate, elected voting members of the University Faculty apportioned as specified in Article V, Section F, the chair of each standing and ad hoc committee of the Faculty Senate, for the duration of such committee chairmanship, one undergraduate student, one graduate student, and one post-doctoral fellow or scholar. The two student members and post-doctoral fellow or scholar shall be selected by their respective constituencies. The Chair of the Emeriti Academy Executive Committee shall be a non-voting member of the Faculty Senate and may participate in discussions."
- Apportionment: "Pursuant to Article V, Section C, each constituent faculty of fewer than seventy voting members of the University Faculty shall elect three voting members of the Faculty Senate, each constituent faculty of at least 70 but fewer than 150 shall elect five and each constituent faculty of 150 or greater shall elect ten. The Department of Physical Education and Athletics shall have one voting member of the Faculty Senate. For purposes of apportionment, the membership of any constituent faculty shall be deemed to consist of only those members who are voting members of the University Faculty as defined in Article I. Reapportionments shall be made prior to senatorial elections in any year as may be required by changes in the number of members of each constituent faculty or by changes in the number or identity of constituent faculties. For the purpose of such reapportionment, the secretary and the chair of the Faculty Senate shall have reference to the lists of faculty members furnished by the deans of the constituent faculties as provided in Article I of this constitution and shall inform each dean as to the resulting number of senators to be elected that year by that faculty.

- Executive Committee: "... there shall be eight faculty members of the Faculty Senate, one representing each of the constituent faculties, chosen by the faculty senators of the constituent faculty by a democratic process which process shall include newly-elected as well as continuing senators. The faculty members shall be elected at large by the Faculty Senate for one-year terms. Each of the elected members of the Faculty Senate Executive Committee shall serve ex officio on the faculty executive committee or corresponding entity of his or her constituent faculty pursuant to Faculty Senate Bylaw X. A member may be successively re-elected to membership of the Executive Committee for the duration of his or her term as a member of the Faculty Senate. The chair of the Faculty Senate or, in the absence of the chair, the vice chair shall serve as chair of the Executive Committee."

University of Chicago (http://sof.uchicago.edu/page/council-university-senate)

- The University Senate: Includes all full and associate professors; all assistant professor who have completed "one year's full-time service on academic appointment at whatever rank;" the President; the Provost; and the Vice presidents.

- The Council of the University Senate: "The Council of the University Senate consists of a total of 51 elected members chosen by the Senate from its membership, according to the Hare System of Proportional Representation. Terms of service are three years, with 17 new Council members elected each spring. The President and Provost serve as ex officio members of the Council, without a vote. The President is the presiding officer of the Council."

- The Committee of the Council: "The Committee of the Council consists of seven members of the Council of the University Senate, chosen annually by members of the Council through the use of the Hare System of Proportional Representation. The President and Provost serve as ex officio members, without a vote. The President is the presiding officer of the Committee."
Dartmouth College

- Steering Committee of the General Faculty of Dartmouth College (the equivalent of a Faculty Senate)  
  (https://faculty.dartmouth.edu/dean/sites/faculty_dean.prod/files/dean_faculty/wysiwyg/ofde_18_19.pdf)

- Membership: “The Steering Committee shall consist of the President; the Provost; the Dean of the Faculty of Arts and Sciences; the Dean and one elected representative of each of the Faculties of medicine, engineering, and business administration; the Dean of Graduate and Advanced Studies; and six members of the Faculty of Arts and Sciences, two from each Division. Three of these six members shall be appointed for three-year terms by the Committee on Organization and Policy, and three shall be selected by the Committee on Organization and Policy from its own membership. The President of the College shall be the Chair of the Steering Committee; in the absence of the President, the Provost shall serve as Chair. Newly elected and appointed members assume office on the first day of the summer term; those members chosen in a regular election or appointed for full three-year terms shall be ineligible to succeed themselves.”

Johns Hopkins University

- All info behind a password

University of Rochester

- Faculty Senate (https://www.rochester.edu/Faculty/senate/uploads/Senate_Charter.pdf)

- Membership: “A. The Senate shall consist of forty-five (45) members to be elected by and from the faculties of the University. The President, Provost, and the University Dean of Graduate Studies shall serve as members ex officio, without vote. Faculty representatives to Board of Trustees committees who are not elected members of the Senate will serve as members of the Senate, ex officio, without vote. B. Each college or school within the University shall be entitled to at least one representative in the membership of the Senate. No college or school within the University shall compose a majority of the membership of the Senate.”

- Executive Committee: “The Executive Committee shall consist of eight members of the Senate as voting members; the President, the Provost, and the immediate past Chair of the Faculty Senate as nonvoting members ex officio; the chairs of the elected faculty governance bodies of each school (where such bodies exist) as nonvoting members ex officio; faculty Senate representatives to Board of Trustees committees who were appointed as members of the Executive Committee, as nonvoting members ex officio.”
Washington University (https://wustl.edu/wp-content/uploads/2016/02/Faculty_Senate_Constitution_By_laws_Feb2012.pdf)

- Faculty Senate: “The Senate shall consist of all the voting members of the schools of the University, namely, Arts and Sciences, Business, Design and Visual Arts, Engineering and Applied Science, Law, Medicine, and Social Work. In addition, the Dean of University Libraries shall also be a member. The Senate may elect to membership for a period of one year any member of the faculty or any administrative officer if special conditions make his or her membership desirable. Elected members are eligible for re-election.”

- Senate Council: “There shall be a Senate Council of the Senate composed of fifteen members whose terms shall commence on the first day of June following their election and who shall be eligible for re-election. Deans, along with associate and assistant deans, and vice chancellors of all ranks, shall not be eligible for election to the Senate Council. Each of the following schools or colleges shall be entitled to elect one member who shall be chosen by a vote of the members of each school or college who are also members of the Senate: the Jon M. Cline School of Business, the Sam Fox School of Design and Visual Arts, the School of Engineering and Applied Science, the School of Law, and the George Warren Brown School of Social Work. The School of Medicine and the Faculty of Arts and Sciences shall each be entitled to elect two members.”