BRANDEIS UNIVERSITY  
FACULTY SENATE MEETING 3 – 2015-2016  

MEETING MINUTES  
Thursday, October 15, 2015  
2:00 PM – 3:30 PM  
Trustee’s Board Room  
Irving Presidential Enclave  

AGENDA  

OUTCOMES  
♦ Shared understanding of action items and progress  
♦ Confirmation of subcommittee leadership teams and topics going forward  

• Remarks from the Chair  
  o Faculty Meeting Update on Key Issues Discussed  
  o UAC – Update on Key Issues Discussed and Action Steps  
  o Reports from Council-at-Work:  
    ▪ Upcoming Legislation for November Meeting (to be reviewed via email)  
    ▪ Launch of President’s Task Force on Sustainability with Senate Recommendations for Membership  
    ▪ Next Steps on “No Tipping Policy”  
    ▪ Interest-Free Loans Opportunity to Revise  
    ▪ Unionization Update and Discussion on Process  
• Presentation and Senate Discussion with Carol Osler and Brenda Anderson, University Budget Committee  
  o The current state of University finances and how revenue and costs are shared across units of the University. Q/A on roles of Budget Committee and budgeting process.  
• Next Steps and Organizing Ourselves for Action  
• Other Business  

PRESENT: Susan P. Curnan, Chair, Dan Bergstresser, Joe Cunningham, Elizabeth Ferry, William Flesch, Eli Hirsch, Adrianne Krstansky, Paul Miller, Jeffrey Prottas, Laurence Simon, John Wardle  

ABSENT: Jens Hilscher, Kathryn Graddy, Sarah Mead, Susan Parish, Thomas Pochapsky, Joseph Wardwell  (Ulka Anjaria on leave 2015-2016)
Remarks from the Chair
• The Chair provided an action item and progress report.
• Dan Bergstresser, as lead for the Subcommittee on Retirement Benefits and Faculty Compensation, offered to prepare a report for the November Senate Meeting.
• The Chair updated the Senate on Faculty Handbook revisions. The Faculty Senate Council met with President Lynch and discussed the 2006 memo regarding granting tenure appointments under particular circumstances without conducting a national search. The memo serves as an addendum to the Faculty Handbook and will be updated and proposed as an amendment for the Faculty Handbook.
• Regarding the standing committee language presented by John Wardle as agreed last year by the Senate Chair, one Senator suggested offering the option to waive the right to an ad hoc committee – an adjustment to the Faculty appointment process, favoring a standing committee, currently under review.
• Discussion ensued and all present seemed to favor the waiver adjustment.

Presentation and Senate Discussion with Carol Osler and Brenda Anderson, University Budget Committee
• Carol Osler and Brenda Anderson joined the meeting to discuss University finances.
• The Senate introduced themselves.
• Carol named the members of the University Budget Committee and said that all members are listed on the website: http://www.brandeis.edu/provost/committees/handbook.html. Carol said the role of the Budget Committee is to report to the faculty and that the Committee’s role has expanded. For example, the Budget Committee investigated how the University set minimum wage on campus and made recommendations to the Provost based on a study of peer institutions. The Committee helped to determine and establish the $15.00 minimum wage rate at Brandeis.
• The Budget Committee also looked into University executive compensation and drafted a statement regarding fair compensation. The Budget Committee reviewed Presidential payments at peer institutions and staff wages on the Brandeis campus, considering various risks, e.g., financial, public perception, etc. The Budget Committee found that Brandeis University pay is above the median rate. A Budget Committee review of the review committee used to set the executive compensation rate found that the company used a variation of peer institutions skewing the rates to a higher number. (Carol wrote a memo of the findings shared among the Brandeis Faculty within minutes of a Faculty Meeting.)
• The Faculty Senate can provide ideas to Carol to bring to the Budget Committee or can submit ideas directly to the full Committee.
• Brenda Anderson presented another perspective on the Executive compensation package and indicated that, for example, a University President candidate can hire attorneys to defend compensation requests. The University needs to respond to market conditions. And, there are different perspectives on the compensation make up in terms of raises versus hiring amount.
Senators strongly suggested being proactive about transparency among a new presidency and further suggested holding University Administration to promise transparency by showing all data.

Carol Osler will check with the Budget Committee about the Faculty Senate holding the Administration to transparency. Include the fact that Brandeis University is a member of the AAU (Associate of American Universities) to reinforce responsibility to be transparent.

Brenda and Carol reported on the current state of University finances. It will cost close to $8 million for total repayment of the retirement fund stoppage from 2008-2010. Carol said that the University has a surplus last fiscal year, but the University drew 5.8% from the Endowment (compared to peer institutions that normally draw under 5%). Brenda said that Brandeis is in good standing and financially stable this year, but prior rough times have had an impact. There were $240 million in reserve funding, but that dropped to $84 million when the economy dipped in 2008-2010. (The University may use interest earned in the Endowment, but not the principle.)

Brenda described some sources for the University budget surplus this year:

- The University garnered $35.9 million from the sale of Brandeis House in New York. $35.2 million of the sale was deposited into the endowment and Interim President Lisa Lynch allocated the balance of the funds to research, learning and innovation grants and for salary.
- There was also an increase in enrollment this year, but enrollment will not remain at the current level in future years.
- The University received a couple of large bequests this year – a somewhat unpredictable windfall despite good estate planning.

The originally projected $1.5 million deficit swung to a $2.1 million.

Brenda provided feedback about retirement reimbursement. She said that the sum total of what the University would need to repay faculty in total is approximately $8 million. The University cannot use the retirement fund to pay back just the individuals who did not receive retirement matching during the years the stop was imposed. The University cannot pay back the people who were here and not also pay others who are now part of the retirement funds.

Repayment is very complicated. There are several issues:

- Does the University needs to pay for the principle plus interest?
- The University cannot provide reimbursement through the retirement fund.
- There will be legal fees related to reimbursement.

Senators suggested paying back the faculty in small amounts over many years or raising the money separately.

Carol described projects on the Brandeis campus that would likely receive any raised funds, e.g., the castle (potentially $30 million project) and the library.

Carol described the University Budget planning process.

The Budget Committee will meet in January 2016 to review the budget and consider changes. Faculty can provide input on major priorities with some costs in the next few weeks for consideration during the January review period.

Carol is on the Integrated Planning and Budget Committee, which meets a few times each month and can bring any ideas from the Faculty to the meetings.
• Carol provided financial information on the Lemberg Children’s Center on campus in response to Faculty inquiries about rates and equity in enrollment.
• The University provided money for the new facility as the construction went over budget. The University currently subsidizes Lemberg to support the sliding scale for tuition since the childcare center’s rates are based on total family income. Some Senators praised the quality of Lemberg and suggested that in comparison to other local childcare providers, Lemberg's rate is somewhat less than others.
• Some Senators described the Lemberg Center childcare as exemplary and worthy of continued subsidy as needed so that junior faculty and staff can continue to benefit from its services.

ACTION
  o The Senate will prepare and disseminate an education package on the union process.
  o The Senate will assemble budget priority suggestions for incorporation into a budget “trade off template” prepared by the Budget Committee.
  o The Senate will determine next steps for considering repayment for the retirement payment stoppage. Dan Bergstresser will produce a report and lead a discussion at the November Faculty Senate meeting.

• Senators suggested raising the retirement reimbursement discussion at the Faculty Meeting during the Faculty Senate report out.
• Senators raised and agreed to examine and comment on the NEASC revisions regarding academic freedom and fair treatment of adjuncts.

Respectfully submitted on October 16, 2015 by Lanni Isenberg.