BRANDEIS UNIVERSITY
FACULTY SENATE MEETING 5 – 2016-2017

MEETING MINUTES

AGENDA

Thursday, March 16, 2017
2:30 PM – 4:30 PM

Board of Trustees’ Room, Irving Presidential Enclave

OUTCOMES
♦ Initiate Senate Self-Assessment
♦ Deepen Understanding of the Rabb School

AGENDA

2:30 P.M. WELCOME

Remarks from Chair & Council
• Reflection on Meetings with President, Provost & Board of Trustees and the Changing Role of the Senate

3:30 P.M. Senator’s Reports & Discussion Items
• Faculty Governance Planning – Susan P. Curnan
• Dignity at Work – Larry Simon (& Carol Osler)
• Teach-In and Campus Climate Recap – Faith Smith, Joseph Cunningham, Rajesh Sampath, Daniel Bergstresser, Paul Miller
• Free Expression – Daniel Bergstresser, Tom Pochapsky and Rajesh Sampath
• NEASC Reaccreditation – All involved
• Faculty Meeting Discussions – All
• Senate Elections & Re-Elections
• Senate Self-Assessment - All

4:30 P.M. ADJOURN
**PRESENT:** Susan P. Curnan, Chair, Joe Cunningham, Jane Ebert, Kathryn Graddy, Eli Hirsch, Adrianne Krstansky, Sarah Mead, Paul Miller, Kate Moran, Thomas Pochapsky, Raj Sampath, Laurence Simon, Faith Smith, John Wardle

**ABSENT:** Dan Bergstresser, Elizabeth Ferry, Laurie Nsiah-Jefferson, (Susan Parish no longer on Senate)

**GUESTS:** Karen Muncaster, The Rabb School of Continuing Studies: Academy & Business Model, Vice President; Prof. Carol Osler, co-chair, Dignity at Work Group of the Faculty Senate

2:30 P.M.
**Remarks from Chair & Council**

- The Chair provided a recap of recent meetings with the President and Provost and the changing role of the Senate and raised the possibility of implementing a Senate self-assessment as part of the Faculty Governance process.
- The January 11th Faculty Governance Retreat demonstrated that the faculty wants/needs to know more about the form and function of the governing bodies at the University.
- Ten Senators and other faculty members who participated in the January 11th Faculty Governance Retreat will continue the work in the March 22nd Faculty Governance Mini-Retreat.
- Faculty Representatives to the Board of Trustees remarked that the Board seems to be a healthy mix of conservative members with progressive and very active members. They seem to welcome Faculty engagement and the new committee structure seems to be an improvement.
- There was an inquiry about the status of the compensation and restoring the trust conversation with the President and Provost from the prior academic year ("The Resolution"). The Council raised the issue with the President and Provost and the President said he will look back at the files and get back to the Senate.
  - One Senator reiterated the importance of some kind of compensation.
  - The Chair asked Senators to volunteer to check in with the President about the status of The Resolution/compensation. Senators Cunningham, Smith, Bergstresser and Ferry volunteered to meet with the President. Lanni will schedule the meeting.
- Senate Administrator Lanni Isenberg read the list of eight Senate seats that will soon be open for election or re-election.
  - There are five Senators completing a term in Spring 2017: Jane Ebert, International Business School (partial term, eligible for 2 full terms)\(^1\), Eli Hirsch, Philosophy (Humanities) (1st term, will not continue for re-election), Sarah Mead, Music (Creative Arts) (1st term), Thomas Pochapsky, At-Large (Chemistry; Science) (2nd term), and Laurence Simon, The Heller School for Social Policy and Management (1st term).
  - There are 3 additional open seats: Senator Laurie Nsiah-Jefferson, The Heller School, is not planning to complete her first term and two years remain; the At-Large seat recently

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\(^1\) Jens Hilscher, International Business School (departed spring 2016)
vacated by Susan Parish also has two-years of the term remaining; and the faculty approved the addition of a new seat for one Emeritae/Emeriti faculty.

- The Chair asked the Senators to be in touch with any ideas to make the Call-to-Action to rally faculty participation and enthusiasm in the election of the eight seats.
  - Citing recent research on Faculty Governance structures at other U.S. higher education institutions, the Chair said that the Brandeis Senate is unusual in a few ways – for example, ninety percent of Faculty Senates do have standing committees. Research is underway to explore other practices that might inform Brandeis Senate practices.
  - The Chair thanked Senators for leadership in the Teach In on January 11, 2017, including Senators Bergstresser, Cunningham, Miller, Sampath and Smith, and Prof. Gordon Fellman, for presenting and facilitating.

3-3:30 P.M. Invited Presentation and Discussion – The Rabb School of Continuing Studies: Academy & Business Model, Dean Karen Muncaster, Vice President

- Dean Karen Muncaster presented a substantive and detailed overview of the Rabb School and its programs. (Attached)
- During the presentation, Senators asked questions about faculty participation in the curriculum, participation fees and scholarships for various programs, and residency status of participants and in school/University governance.
- Dean Muncaster said that the Rabb School provides programming for undergraduate students, graduate students, non-traditional students, life-long learners and Brandeis staff.
- The Chair stated that the purpose inviting the Rabb School presentation to the Senate was to better understand the school workings and how Brandeis faculty are engaged. This is in response to ongoing questions about the Rabb School and how faculty are engaged in Brandeis faculty matters.
- The Chair asked about the Rabb School and NEASC Accreditation requirements. Dean Muncaster is a NEASC Commissioner and therefore, very familiar with the standards. She stated that all Rabb programs have discrete program goals and course outcomes and assignments, and that the Rabb School meets or exceeds all standards.
- Time was short, the Senate thanked the Dean for a wonderful, informative and clarifying presentation & discussion. The Dean invited Senators to visit the school and learn more.

3:30 P.M. Senator’s Reports & Discussion Items

Dignity at Work

- The Senate’s Task Force on “Dignity at Work” is chaired by Professors Larry Simon and Carol Osler. The group is charged with coming up with draft policy on workplace bullying and other forms of disrespect and aggression, as well as procedures for adjudicating grievances.
- The membership of the six-member work group – varies in gender, by school division and role, including: Senator Carol Osler, co-chair (IBS), Senator Larry Simon, co-chair (Heller School), Senator Sarah Mead (Medieval & Ren. Studies, Music) Prof. Liuba Shrira (Computer Science), Prof. Marion Smiley (Philosophy, Polities, WGS), and Prof. Chad Williams (AAAS)
• The Work Group aspires to establish policies with the same awareness and resolution as the Title IX policy.
• The Work Group is looking at other universities and found that Brandeis trails the others in terms of established policies.
• The Work Group is consulting with outside groups and plans to consult with University administrative leadership as well as the Committee on Faculty Rights and Responsibilities (CFRR) to determine if policies should be mandated through CFRR or within the Senate.
• The Work Group will provide a summary of the extensive research on workplace bullying and a growing awareness of it outside of the U.S.
• The Chair said that it will be most helpful to have a policy in place as a pathway to respond to inquiries from faculty who approach the Faculty Senate Council for assistance to navigate such disturbing workplace issues.
• The co-chairs indicated that the Work Group hopes to conclude work over the summer or early in the fall.
• Discussion ensued. Senators are eager to review the full report in the fall.

Free Expression

• Senator Sampath provided a report on the President’s Task Force on Free Expression. The Task Force is expected to produce a document for the President and Provost by mid-May with guiding principles. The Task Force has convened and scheduled more than 20 meetings on campus.
• Senator Sampath said that the Task Force has found that some students on campus with a conservative viewpoint are afraid to speak up. Some faculty are afraid, too. Some students feel that certain speech has gone on too long and they are concerned about diversity.
• The Task Force members have observed several approaches to addressing free speech on campus. Tactics include:
  o Direct Acts, e.g., A Dean responding to student requests at Middlebury and inviting Charles Murray to campus, which resulted in violence.
  o Omissions, e.g., Utilizing a resource to discuss diversity, but not including women or voices of people of color.
  o Hate speech, e.g., Citing Immanuel Kant in his well-known philosophic concepts though he was a racist.
  o The University of Chicago declared they will not be a safe space or offer trigger warnings, while the University of Pennsylvania is not absolutist like Chicago, but will not compel or forbid faculty to issue trigger warnings.
• In a meeting of the Task Force with the Board of Trustees, Senator Sampath heard the Trustees indicate they do not condone any kind of violence, and peaceful protest is OK.
• The Senate further discussed various controversies that have happened at Brandeis in the past several years, i.e., Palestinian art exhibit, controversial honorary degree award, etc.
• Senator Sampath said that it is hard to anticipate how the principles will be perceived. In the spirit of inquiry, truth should not be compromised.

The meeting adjourned at 4:40 p.m.
Respectfully submitted by Lanni Isenberg.
Rabb School

Mission: provide access to a Brandeis education beyond the traditional academic program times and formats to qualified individuals.
4 Divisions

1. BOLLI
2. Graduate Professional Studies
3. Summer School
4. e-Learning
BOLLI

• Osher Lifelong Learning Institute

• Membership organization

Non-credit Liberal Arts curriculum for seniors – providing learning and social connections

• How does BOLLLI serve Brandeis?
BOLLI Members

• 500 individuals (55 – 95 years old)

• 48 cities and towns (Newton, Waltham, Chestnut Hill, Waltham)

• ~25% are Brandeis Affiliates
BOLLI Programming

- 45+ courses taught by members

- Special lecture series offered by Brandeis PhDs

- Seminars led by Brandeis faculty

- Lunch & Learns

- Special interest groups

- Intergenerational programming

- Conference: *Adventures in Creative Retirement, Health, Housing, and Community*
Summer School

Offers courses drawn from the Brandeis undergraduate curriculum to aid students in maintaining class standing, exploring new areas, maintaining busy academic-year schedules and degree acceleration.
Summer School Students

• Approximately 450 students
• 80-85% Brandeis undergraduate students
• Students take an average 1.36 courses per session
• 8 -10% live on campus
• Summer activities
Summer School Programming

• 70 – 80 undergraduate sections, primarily 4-credit courses
• 4-credit classes run 3 days per week, 2.5 hours per meeting
• Two 5-week sessions
• 3-5 fully online courses in a 10-week session
• FY17 tuition $2725 per 4-credit course
Summer School Faculty

~ 60% teach in A&S during the traditional academic year
~ 30% PhDs and post-docs
~ 10% adjunct only in the summer
Summer School -JBS

- Health, Law & Justice
- Voice, Web and Mobil Apps
- Bio-Inspired Design
- Psychology Research on School Bullying
Graduate Professional Studies (GPS)

• Founded in 1997 offering a part-time Master of Software Engineering

• Offers 11 applied, online Masters degrees in niche fields

• Students - working adults looking to advance their careers

• Almost 1,600 graduates
What does GPS for Brandeis?

- Expands access to students who could not attend otherwise
- Promotes the University in new venues
- Contributes revenue
- Creates partnerships
- Supports the creation and instruction of online courses in Summer School
- Provides support for new course and program formats and new technologies
- Provides graduate-level courses as a benefit to 50+ staff each session
GPS Students

- 722 active students, 559 matriculated
- Average age 38, Working professionals, all part-time
- 29% of those who declared are non-white
- 43 states (MA, CA, NY, FL, NJ, TX) and 10 countries (outside US)
- No scholarships – federal and other loans, corporate reimbursement
- Recruitment
GPS Faculty

- ~85 active part-time faculty
- Employed in the field in which they teach
- 20% non-white
- Part of the CBA with the SEIU
- Faculty Chairs
- Recruitment process
GPS Faculty Support

- Complete a required six-week training program
- Shadow more experienced instructors; then, assigned an instructor mentor
- Work with an Instructional Designer for course design and pedagogy
- Specialized professional development
- Access to 24/7 help desk
- Evaluated each time they teach
GPS Program Creation

- Determine need
- Engage a Program Development Chair
- Proposal development
- Approvals
- Course creation
- Professional Advisory Boards
GPS Programs

- Bioinformatics (most students entering with terminal degrees)
- Digital Marketing and Design
- FinTech (newest)
- Health and Medical Informatics
- Information Security Leadership
- Instructional Design and Technology
- Project and Program Management (largest)
- Software Engineering (oldest)
- Strategic Analytics
- Technology Management
- User-Centered Design
GPS Program Model

- Small class sized (capped 20, average of 12)
- Asynchronous – in general, no set meeting times
- No TAs – all faculty led
- Rolling admissions – 4 entry points
- 5 years to program completion
GPS Program Review

All programs reviewed every two years to ensure that is remains relevant to the specific industry it addresses

- Market research
- Program overview
- Program Advisory Board review & recommendations
- Program Chair, Director of Curriculum Development & Faculty determine and create on revisions
- Proposed changes go to Rabb Council for review and approval.
E-learning @ Brandeis

• Support Schools with new program formats

• Support Centers in creating digital offerings

• Infrastructure for marketing/registration of non-credit online programs run by others

• Support faculty with new course formats

• Offer professional development