BRANDEIS UNIVERSITY
FACULTY SENATE MEETING #7 – 2018-2019

Meeting Minutes

AGENDA

Tuesday, March 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. Faculty Governance
• Planning for Senate Recruitment and Elections May 2019
• Request to Provost for a Parallel and Equitable Process and Policy for Contract Faculty Pathway to Retirement (See Policy for Tenure Faculty Attachment)
• Update on Proposal from Dignity at Work Task Force
• Proposal for a Standing Faculty Committee on Diversity, Equity, Inclusion, and Social Justice (DEISJ)
• The Non-Discrimination Adjudication Policy for Faculty and Staff

1:30 P.M. Consultation with Provost Lisa Lynch
• Review and Discussion of new policy on Consensual Romantic or Sexual Relationships between Faculty, Staff and Students

In consultation with Provost and DEI Leadership (Mark Brimhall-Vargas, Chief Diversity Officer and Vice President, Allyson Livingstone, Director of DEI Education, Training, and Development and Sonia Jurado (new – to be introduced) Director of the Office of Equal Opportunity

• Campus Climate & the Independent Investigation Report

2:00 P.M. ADJOURN

Brandeis Faculty Meeting #7: Fri., April 12, 2019 (Skyline Commons)
Senate Elections: Mon., May 6 – Tues., May 14, 2019
Faculty Senate Meeting & Election of New Chair & Council #8: Wed., May 15, 2019 at 1:00 P.M.

-- See page 2 for Attachments --
ATTACHMENTS
- Senate membership and seats to be elected spring 2019
- Policy for Tenure Faculty Pathway to Retirement
- Dignity at Work Proposal (pending)
- Draft Proposal for Standing Faculty Committee on DEISJ Committee
- Non-discrimination and Harassment Problem Resolution and Appeal Procedure for Claims of Harassment/Discrimination against Staff or Faculty
- Draft policy on Consensual Romantic or Sexual Relationships between Faculty, Staff and Students

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PRESENT: Susan P. Curnan, Chair, Joseph Assan, Daniel Bergstresser (via phone), Bernadette Brooten, Joel Christensen, Jennifer Cleary, Susan Holcombe, Danielle Igra (via phone), Sarah Mead, Kate Moran, Carol Osler, Rajesh Sampath, Raphael Schoenle (via phone), Liuba Shrira, Laurence Simon

ABSENT: Jane Ebert, Dmitry Kleinbock, Adrianne Krstansky, Faith Smith

Faculty Governance
Planning for Senate Recruitment and Elections May 2019
- The Senate Chair opened the meeting with a summary of the Senate election process and schedule, reviewed the seats to be filled and asked all Senators to be prepared to recruit new Senators.
- The elections will be for 1 Humanities seat, 1 Heller seat, 1 IBS seat, 4 At-Large seats (including one for Senator Brooten who will retire in May 2019) and the Emeriti seat.
- Senator Holcombe will conclude this second 1-year term and has prepared a letter of invitation to circulate to emeriti/emeritae faculty to encourage them to run for the seat.

Request to Provost for a Parallel and Equitable Process and Policy for Contract Faculty Pathway to Retirement (See Policy for Tenure Faculty Attachment)
- The Chair and Senator Mead met recently to discuss the formation and charge of a committee to address a pathway to retirement policy for contract faculty.
- They have clarifying questions for Provost Lynch, who oversaw the formation of the policy for tenured faculty.

Update on Proposal from Dignity at Work Task Force
- Dignity at Work Task Force co-chair Senator Osler provided an update on the Task Force’s work and plans to co-host, with co-chair Senator Simon and other Task Force members, an educational meeting for faculty in April.
• Task Force members provided a summary of topics from the three Faculty Forums the Task Force hosted in February.
• The Chair thanked the Task Force for their work on this topic and noted that the Faculty Forums were intergenerational (junior faculty and tenured professors and majority men).
• Task Force co-chair Senator Simon said that there were positive suggestions from attendees that were helpful in refining the Task Force’s recommendations document with strong support of placing responsibility on the Senate Committee.

Joined by GUESTS: Mark Brimhall-Vargas, Chief Diversity Officer and Vice President for Diversity, Equity and Inclusion (DEI), Allyson Livingstone, Director of DEI Education, Training, and Development, Sonia Jurado, new Director of the Office of Equal Opportunity, and Anthony Sciaraffa, Interim Title IX Coordinator.

The Non-Discrimination Adjudication Policy for Faculty and Staff
• Senator Brooten described the policies for review and noted the reason for the development of the policy specifically for faculty and staff.
  o There is a need to pay particular attention to designation of who would apply any sanctions.
  o A panel of faculty would adjudicate when there is a complaint about a faculty member – not solely the Provost or just the Provost and the Deans(s).
  o The national expert on University policies regarding non-discrimination who helped the independent investigators recently working with Brandeis indicated that faculty has been treated differently than staff on a university campus.
  o There will be a staff person present on any sanctioning panel to make sure policies are observed consistently.
• Senator Brooten worked very closely with Interim Title IX Coordinator Anthony Sciaraffa to draft language for this policy.
• Chief Diversity Officer Mark Brimhall-Vargas said that it is good that the policy draft has made it to the Senate for review and cautions that due to expected federal policy updates, it is likely that revisions to the policy will be required soon after any University policy is established.
• The Director of the Office of Equal Opportunity, Sonia Jurado, introduced herself and responded to inquiries about what might be affected by any new federal policies (which may be enacted in May or delayed indefinitely).
• Dignity at Work Task Force members plan to align the language in the Dignity at Work policies with any applicable non-discrimination adjudication and harassment problem resolution policy language.
There was further discussion and questions.

**ACTION:** The Chair called for a motion to support and approve the revisions to the non-discrimination adjudication and harassment problem resolution policy. The motion was seconded. The motion was unanimously approved by the Senate members present.

**Proposal for a Standing Faculty Committee on Diversity, Equity, Inclusion, and Social Justice (DEISJ)**

- Senator Brooten summarized the proposal to create a new committee on Diversity, Equity, Inclusion and Social Justice and asked if the Senate is in support of a standing committee.
- Mark Brimhall-Vargas thanked Senator Brooten, Senator Sampath and Senator Christensen for their work on the development of this Committee description.
  - Brimhall-Vargas described the need for a system of “mutual responsibility” in which the faculty and the office of Diversity, Equity and Inclusion have a place to address topics regarding DEISJ matters.
  - The ownership of the Committee can be led by Faculty and informed by the DEI Office.
- One Senator asked for a distinction about if the new Committee should be a subcommittee of the Senate or a Standing Committee in the Faculty Handbook.
- One Senator responded to the language in the proposed committee description and asked to be more clear about who will nominate committee members (language currently indicates Office of DEI or the Senate) and, similarly, be more clear about who will elect committee members (language currently indicates division or school). Additionally, adding the option for self-nomination may widen the member candidate pool.
- The Chair indicated that Faculty Senate input on this committee will continue after this initial discussion.
- Allyson Livingstone, Director of DEI Education, Training, and Development, said that it is beneficial for the Office of DEI to have ongoing communication with the Faculty and that communication positively impacts the quality of DEI programming for the University. The Chair added that the Faculty is similarly enriched by participation in the trainings and other communications with Director Livingstone and her team.

**Joined by GUEST:** Provost Lisa Lynch

**Review and Discussion of new policy on Consensual Romantic or Sexual Relationships between Faculty, Staff and Students**
• The Provost stated that an initial Brandeis policy to address relationships between Faculty, Staff and Students, is outdated and an outlier among other universities.
• The University participates in the “Colonial Group,” a collaboration among 14 non-ivy league, R1 & R2 Research University Provosts and Deans, and all have shared input about “non-fraternization” policies.
• The Provost and Interim Human Resources Director Larry Lewellyn are co-authors of the updated Brandeis policy and, after the Senate review and consent, they plan to present it to the University Board of Trustees at the upcoming April Board Meeting (also following review by the Research Policy Committee).
• Several Senators asked questions about the updated policy and related how this will assist with any conflict resolution matters.
• The Provost will continue to be receptive to Senate comment and language suggestions for this draft revised policy.
• The Senate members present unanimously support the updated policy and thanked the Provost for her leadership.

The meeting adjourned at 2:00 p.m.

Respectfully submitted by Lanni Isenberg, Senate Administrator.

March 27, 2019