BRANDEIS UNIVERSITY
FACULTY SENATE MEETING #8 – 2018-2019

MEETING MINUTES

AGENDA

Wednesday, May 15, 2019
12:00 PM – 2:00 PM
Heller-Brown Classroom G2

12:00 P.M.  CONCLUDING BUSINESS WITH CURRENT YEAR SENATE (LUNCH PROVIDED)

- Discussion & Vote: Proposed Handbook Language from Dignity at Work Task Force (Attached)
- Election Results: Senate and Trustee Representatives
- Report from Senator Representatives to the Board of Trustees

1:00 P.M.  WELCOME NEWLY ELECTED SENATORS (CAKE CELEBRATION)

- Congratulations to Newly Elected Senators; Thank You Departing Senators
- Nomination & Election of Senate Chair & Council
- Nominations & Election of Senator for the Committee on Strategy & Planning
- Appointments of Senator Liaisons to DEI; Alumni; Library
- Discussion of Anticipated the 2019-20 Agenda Items
- Plan for “On-Boarding” of Newly Elected Senators, Senate Council and Administrator

2:00 P.M.  Adjourn

- Faculty Handbook Language RE: Senate Election of Chair & Council (VI.B.3.a.iv. p. 26):

“The newly-elected and continuing Senators shall meet before the final faculty meeting of the academic year, convened by the chair, or in the chair’s absence by the oldest member, who presides over the new Senate’s election of its chair. The emerita/emeritus Senator is not eligible to serve as chair. The chair-elect presides over the election of the new Senate Council. Results of the elections are announced at the last meeting of the faculty in the spring term. Terms of office begin on the first day of instruction in the fall term.
(And VI.B.3.c. p 27):

*The Council of the Faculty Senate consists of the chair of the Faculty Senate, who also chairs the Council, and three other members of the Senate. Members of the Council are elected for one-year terms. No more than two Senators from a single School may serve on the Senate Council. For this purpose, faculty from the Heller School for Social Policy and Management and the Brandeis International Business School are considered members of the School of Social Science. The emerita/emeritus Senator is not eligible to serve on the Senate Council.*

- Faculty Handbook Language RE: Faculty Representatives to the Board of Trustees (VI.E. p. 32):

  "a. The faculty elects at-large four members, who serve as representatives of faculty views and interests to the Board of Trustees. The representatives serve for staggered three-year terms.

  b. The Faculty Representatives report to the Faculty Senate, and to the faculty as a whole at the Faculty Meeting, on matters that come before the Board, which are of particular interest to the faculty.

  c. *Elections of Faculty Representatives are conducted by the Faculty Senate according to the same procedure used for election of Senators.*"

**Upcoming Faculty Meeting**
Thurs, May 16th, 2PM-3:30PM: Faculty Meeting #8 (Rapaporte Treasure Hall)

**Policies for Consult, Advice and/or Approval by Faculty Senate 2019 – 2020**

- Proposed policy/handbook legislation from the Dignity at Work Task Force
- Proposal from DEI Work Group for a standing committee
- The Non-Discrimination Adjudication Policy for Faculty and Staff
- Participation in the study of Faculty Senate (emanating from the Faculty Governance Task Force) on the form, function, equitable composition, and best practices with recommendations for Brandeis Senate operations
- Equitable retirement pathway for multi-year contract faculty
- Equity in contracts and workloads for multi-year contract faculty
- Consideration of housing and child care costs/subsidies for faculty
- New policies emerging from the President’s Task Forces and the new Committee on Strategy and Policy
- Implementation of new Faculty Governance policies and structure
- Valuing and rewarding community engaged scholarship and university/school service in promotion process
- Policy for researchers engaged in teaching and shifting to professoriate track
- Time, place, form and function of Faculty Meetings

**Parties Interested in Meeting with the Senate**
- Executive Director, Center for Teaching and Learning, Mary-Ann Winklemas
- Communications Interim Senior Vice President for Communications, Bill Walker
Associate Dean for Diversity, Equity and Inclusion, The Heller School, Dr. Maria Madison on Structured Mentoring Program for Junior Faculty

Faculty Meeting Discussion Topics, Prof. Gordie Fellman

Faculty Training Re: Racism, Mental Health, Prof. Gordie Fellman, Brandeis Counseling Center Director Dr. Joy Von Steiger, and Counseling Psychologist Dr. Martin Pierre

* * *

PRESENT: Susan P. Curnan, Chair, Daniel Bergstresser, Bernadette Brooten, Joel Christensen, Jennifer Cleary, Susan Holcombe, Danielle Igra, Dmitry Kleinbock, Sarah Mead, Kate Moran, Carol Osler, Rajesh Sampath, Liuba Shira, Laurence Simon, Faith Smith

ABSENT: Joseph Assan, Jane Ebert, Adrianne Krstansky, Raphael Schoenle

GUEST: Marion Smiley, Faculty Governance Task Force

12:00 P.M. CONCLUDING BUSINESS WITH CURRENT YEAR SENATE (LUNCH PROVIDED)

❖ Discussion & Vote: Proposed Handbook Language from Dignity at Work Task Force

- Dignity at Work Task Force co-chairs, Senator Carol Osler and Senator Larry Simon, provided an overview of proposed Faculty Handbook language. The Chair noted while this is the first time the Senate is reviewing the abbreviated legislation, the Senate is well acquainted with the Dignity at Work Task Force research and recommendations.
- Note that four Senators not present for the meeting discussion and vote provided proxy support for the Dignity at Work Task Force language revisions proposal (Joseph Assan, Adrianne Krstansky, Raj Sampath and Liuba Shira).
- Senators discussed proposed Handbook legislation, asked questions and received clarifications.
- Senator Brooten proposed two friendly amendments based on knowledge working on University non-discrimination and anti-harassment policies.
- A motion was made to append the proposal to incorporate the edits from Senator Brooten. The question was called and seconded. The motion was approved with 1 abstention.
• Senators asked for clarification about the length of the proposed Senate Committee service, the length of Committee member terms and training for Committee members.
• Task Force co-chairs addressed questions and indicated that some of this information is included in the full Task Force report on the Senate website.
• There was a proposed friendly amendment to add language to the proposed Handbook revisions incorporating language to indicate that Dignity at Work Committee members will receive training. The question was called and seconded. The motion was approved with 1 abstention.
• Further discussion ensued regarding adjudication of grievances involving Faculty and grad students or undergraduate students, and proposed language to incorporate student representatives in adjudication committees.
• Senate members described rights and responsibilities that already cover all Brandeis students and Task Force co-chairs indicated that Brandeis Administrators have stated their interest in having multiple avenues to address grievances.
• One Senator suggested incorporating an anti-bullying policy into the Human Resources office.
• Senator Christensen and Senator Cleary moved to approve the Task Force’s Handbook revisions for consideration by the full faculty in the first Faculty meeting in Fall 2019. The motion was approved with 1 abstention and 1 opposed.

❖ **Election Results: Senate and Trustee Representatives**

- The Chair announced the results of the Senate and Faculty Representatives to the Board of Trustees elections.
- The Chair noted that there was record participation in the nomination and voting processes this year. More than 55% of voting eligible Faculty voted. More than 36% of Emeriti Faculty voted for the Emeriti seat.
- Elected Senators: Pu Wang (Humanities), A. K. Nandakumar (Heller), Grace Zimmerman (IBS), Joel Cutcher-Gershenfeld (At-Large), William Flesch (At-Large), Carol Osler (At-Large, 2nd term), Rajesh Sampath (At-Large, 2nd term), Sabine von Mering (At-Large) and Sue Lanser (Emerita).
- Elected Faculty Representatives Sava Berhané (IBS) and Dan Perlman (Science) will join continuing Faculty Representatives Jytte Klausen, Harleen Singh and the new Faculty Senate Chair, who will serve *ex officio*.
- The two new Faculty Representatives will receive on-boarding assistance from current Faculty Representatives as well as the Board of Trustees Chair, Meyer Koplow.
Report from Senator Representatives to the Board of Trustees

- Senator Bergstresser, who is concluding his second term on the Senate and a 3-year term as a Faculty Representative to the Board of Trustees, provided some comments about the Board of Trustees meeting in April.
  - The letter from Ron Liebowitz (May 14, 2019), “Report on April Trustees Meeting” was comprehensive.
  - Senator Bergstresser described how the governance structure of the Board has changed in recent years and there are some plans for further change. Senator Bergstresser urged that the Faculty pay attention to how any changes may affect faculty participation.
  - The Senator highlighted that Brandeis differs from other universities by having 5 Faculty Representatives on the Board and encouraged the Senate to be vigilant and continue to uphold faculty engagement with the Board thru the Representatives and thru the Senate Chair who is *ex officio* on the Board of Trustees.

1:00 P.M. WELCOME NEWLY ELECTED SENATORS (CAKE CELEBRATION)

- Congratulations to Newly Elected Senators; Thank You Departing Senators
  - New Senators A.K. Nandakumar (Nanda), Pu Wang, Sabine von Mering and Grace Zimmerman joined the meeting.
  - All Senators introduced themselves and the Faculty Senate Administrator thanked all of the Senators for the opportunity to work with them over of the past four years.
  - The Chair distributed signed certificates in recognition of service to the Faculty concluding their service on the Senate and/or completing their terms – Joseph Assan, Daniel Bergstresser, Bernadette Brooten (retiring summer 2019), Susan Holcombe, Kate Moran, Carol Osler, Rajesh Sampath, and Faith Smith.
  - The Chair reiterated the notable increase in participation among voting Faculty and Emeriti Faculty in the election process.
  - Senators presented a certificate of recognition to outgoing Chair Susan P. Curnan, flowers and a card to thank her for outstanding service to the Faculty.

Nomination & Election of Senate Chair & Council

- Prior to the meeting, the Chair invited Senators and incoming Senators to express interest in running for the Chair or Council seats. The Chair put forth names of those Senators and invited any others interested to step forward.
• The first order of business was to elect the new chair for a one-year term beginning in fall 2019.
• The two Senate Chair candidates put forth their names, responded to questions and provided brief statements about their goals and focus.
• The Senate Chair provided a photo page by division of the elected 2019-2020 Senate as well as a compilation of the statements of interest put forth by all new and continuing Senators from when they ran for their Senate seats. The Senate Chair also provided a copy of excerpts from the Faculty Handbook detailing the roles and responsibilities of the Faculty Senate.
• Candidates were excused from the room while the continuing and new Senators cast their votes via paper ballot.
  • Joel Christensen (Classics/Humanities) was elected as next Senate Chair.
• Next order of business was election of the three Senate Council members.
• The new Senate Chair described the importance of having diverse representation on the Council, including in terms of gender, race and Faculty status (tenure, tenure track, multi-year contract).
• Five candidates ran for the Council and all eligible Senate members present voted for the Council via paper ballot.
• The newly elected Senate Council includes: Sarah Mead (Music/Creative Arts), Carol Osler (IBS/At-Large) and Rajesh Sampath (Heller/At-Large).

❖ Nominations & Election of Senator for the Committee on Strategy & Planning
• The 2019-2020 Senate Chair will oversee nominations and election of a Senator for the President’s new Committee on Strategy & Planning.

❖ Appointments of Senator Liaisons to DEI; Alumni; Library
• Senator Sampath will continue to serve as Senate liaison to DEI Leadership.
• Senator Christensen will continue to represent the Senate on the Alumni Association.
• The new Chair will oversee nominations and elections of the new Senate liaison to the Library Committee.

❖ Plan for “On-Boarding” of Newly Elected Senators, Senate Council and Administrator
• The new Chair said that he will hire the new Senate Administrator and that he plans to host Senate meetings at the same time as this year’s meetings, Tuesdays at 12:30pm.
• Believing in distributive leadership, the new Chair also said that every Senator will have the opportunity to lead an initiative of the Senate in some way.
The meeting adjourned at 2:00 p.m.

Respectfully submitted by Lanni Isenberg, Senate Administrator.

May 15, 2019