

**BRANDEIS UNIVERSITY
FACULTY SENATE**

Minutes of the Seventh Meeting

31 January 2008

The seventh meeting of the Faculty Senate was held at 3:10 p.m., 31 January 2008, in the Board of Trustees Conference Room. Senators present: Marc Brettler (Chair), William Flesch, Seth Fraden, Ira Gessel, Jody Gittell, David Jacobson, Catherine Mann, Robert Moody, Leonard Muellner, Richard Parmentier, David Rakowski, Ilan Troen. Senators absent: Eric Hill, Harry Mairson, Govind Sreenivasan, Malcolm Watson.

The Senate discussion focused on the following forward-looking issues precipitated by the University's recent action in a case of alleged harassment.

- Suspension of Support of the Human Resources Non-Discrimination and Harassment Policy
Senators unanimously approved the following statement:

The Faculty Senate objects to the violation of the understanding that was reached between the Office of Human Resources and the Faculty Senate in spring term 2006. Therefore, the Faculty Senate suspends its support of the existing HR document. The Senate proposes forming a committee to formulate revisions in the HR document, and to clarify the relationship between relevant sections of that document and the Faculty Handbook. The committee will be composed of at least two senators and two members of the Committee on Faculty Rights and Responsibilities.

- The Role of the Committee on Faculty Rights and Responsibilities

There was Senate discussion about the confusion of the role of the CFRR, its status and the status of its recommendations, specifically, if the administration is not bound to take the committee's recommendations, what authority does CFRR have? The following action was unanimously approved by the Senate:

After discussion with the CFRR, the Faculty Senate will propose amendments to section VI.d.7.a of the Faculty Handbook. This section currently reads: "The Committee on Faculty Rights and Responsibilities interprets provisions of the Faculty Handbook. Under the circumstances described herein, it renders judgments concerning faculty rights and responsibilities (see section VII.A), and appeals arising out of faculty salary grievances (see section VII.B); disciplinary actions (see section VII.C); and appointment, tenure and promotion procedures (section V.A.4.b.vii)."

- Extent and Range of Academic Freedom

During its discussion of the definition of the extent and range of academic freedom, the Senate cited section III.C.1a of the Faculty Handbook, concerning academic freedom: "The university affirms and protects the full freedom of scholarly and intellectual inquiry and expression of all faculty in the fulfillment of their university responsibilities, including teaching, advising, discussion, research, publication, and creative work, as well as other scholarly activities. When a member of the faculty speaks or writes in public, other than as a representative of the university, he or she is free from institutional restraints." As a result of the discussion, Senators unanimously approved the following statement:

We call upon the faculty to be sensitive and respectful to students, but we draw attention to the Faculty Handbook and its guarantee of full freedom of academic scholarship and intellectual freedom of expression. This right is limited only by state and federal law.

• Committee on Faculty Rights and Responsibilities Issues Which Need to be Addressed

The Senate is in receipt of Provost Marty Krauss's response to the CFRR's report and many senators continue to have strong reservations with respect to her analysis. The Senate Chair will discuss outstanding CFRR issues with Professor Richard Gaskins, the committee's chair.

Amendments to the Faculty Handbook Concerning Structure of the Faculty Senate

Chair Marc Brettler reported that the Senate Council had met with Dean Stuart Altman of the Heller School, Dean Bruce Magid of the International Business School, Provost Marty Krauss, and Dean of Arts and Sciences Adam Jaffe. As a result of that meeting, the Council recommends two Handbook amendments regarding Faculty Senate membership.

1. Increasing representation for the professional schools. VI.B.3.a.i should be amended to: Each School of the College of Arts and Sciences elects two members, each professional school elects two, and six are elected at-large. (This reflects a change in the size of the Senate from 16 to 18 members.)

2. Allowing non-tenured members of the faculty to serve at-large and to represent the professional schools. VI.B.3.a.ii should be amended to: To be eligible for election, a non-tenured candidate must be a full-time member of the faculty and have been a member of the faculty for at least two years before election. No more than half of the Senate may be non-tenured.

The Senate supports these amendments, and hopes that they will be voted on by the Faculty in a timely manner.

Next Stages of the Dean of Arts and Sciences Reinvigoration Plan

There was unanimous agreement to the Chair's suggestion that the Senate meet with Dean of Arts and Sciences Adam Jaffe and the Dean's Advisory Committee to discuss the next stages of the plan.

Faculty Senate Access to Outside Counsel

The Chair said that in its analysis of the recent harassment case, the Senate, as the representative of the entire faculty, has been at a disadvantage to investigate various legal claims of the administration. The Senate Council proposes that the Senate request that the university budget a standing fund of \$10,000 per year, to be used when deemed necessary by the Senate Council on behalf of the faculty. Money not used in any year would roll over to the next year, and would be topped off so that the fund would contain \$10,000 at the beginning of each academic year.

There was unanimous agreement for such a fund.

Future Senate Agenda Items

The Chair reminded the Senate of issues that still need to be addressed. Among them: parking, Turnitin, the faculty website, updates on arming campus police, a proposal concerning leaves for senior faculty, and what course banking means for departments.

The meeting adjourned at 5:00 p.m.
