

Boston University Faculty Council
Minutes of the Meeting
December 3, 2013

The fourth regular meeting of the Boston University Faculty Council for the 2013-2014 Session was held on December 3, 2013, at 3:30 p.m. in the Photonics Colloquium Room, 8 St. Mary's Street, 9th Floor. Kathe Darr, Chair of the Faculty Council, presided over the meeting. The following members attended:

Representatives and Alternates

Deborah Burton (CFA), R.
Dana Clancy (CFA), Alt.
Ted de Winter (ENG), R.
Walter Fluker (STH), Alt.
Moshe Hagigi (SMG), Alt.
Gisela Hoecherl-Alden (CAS), R.
Scharukh Jalisi (MED), R.
Eleni Kanasi (GSDM), R.
Sean Kealy (LAW), R.
Sheila Kibbe (CFA), R.
Cataldo Leone (GSDM), R.
Rachel Levy-Bell (MED), R.
Luz Lopez (SSW), R.
David Lyons (LAW), Alt.
Elizabeth Mehren (COM), R.
Lindsay Moore (CGS), R.
David Ozonoff (SPH), R.
Hee-Young Park (MED), R.
Erol Pekoz (SMG), Alt.
Marnie Reed (SED), R.
Rady Roldan-Figueroa (STH), R.
Kristine Strand (SAR), R.
Barry Unger (MET), R.
Joyce Walsh (COM), Alt.
Stephanie Watts (SMG), R.
William Zahner (SED), R.
Ann Zumwalt (MED), R.

Committee Chairs

John Carroll, Planning
Yvette Cozier, E&I
James Hamilton, RALSS
Celeste Kong, Compensation
D. Lynn O'Brien Hallstein, TLIR
Erinn Tucker, CAPS
Irena Vodenska, Budget

Officers

Steve Brady, Vice-Chair
Kathe Darr, Chair
J. Robb Dixon, Secretary-Treasurer

Members without a vote

Margot Downey, Alt. CELOP
Irene Maksymyuk, R. CELOP

Guest

University Provost Jean Morrison

I. Secretary's Report: Minutes of November 5, 2013

There being a quorum, the minutes of the November 5, 2013, meeting were approved.

II. Announcements and Chair's Report

Chair Darr announced that University Council will meet on December 18, 2013. D. Lynn O'Brien Hallstein, Chair of the Teaching, Learning, and Instructional Resources Committee, informed the Council that the Committee has created a survey on Qualtrics for members of the Faculty Council to complete. She asked the Council to complete the survey this month. The Committee will meet in January to review the survey results and report its findings to the Council in early spring, 2014.

J. Robb Dixon, Secretary-Treasurer, reminded the Council that the University is changing the investment option structure to its retirement plan. Secretary-Treasurer Dixon sat on the Benefits Advisory Committee, and he reminded the Council that the deadline for faculty and staff to make changes to their elections is December 6, 2013.

Chair Darr informed the Council that the Board of Trustees and the Board of Overseers will meet in December. She is on four Board of Trustee Committees: Finance, Student Life, Digital Learning, and the Socially Responsible Investing Committee (SRI). Steve Brady, Vice-Chair of the Faculty Council, is also on the SRI Committee.

The Chair informed the Council that President Brown appointed her as Co-Chair of an Ad hoc Committee to draft an institutional statement to articulate the value of diversity at Boston University. Julie Sandell, Associate Provost of Faculty Affairs, is the other Co-Chair. Yvette Cozier, Chair of the Equity and Inclusion Committee of the Faculty Council, also was invited to serve on this Committee. President Brown attended the first meeting in November and informed the Committee that he would like to receive a draft statement in early spring, 2014; he anticipates that he will bring the statement to the Board of Trustees for a vote at the April, 2014, meeting.

III. Guest: University Provost Jean Morrison

University Provost Jean Morrison joined the meeting. The Provost informed the Council that the Board of Trustees and the Board of Overseers meet next week in multiple meetings. There are macroscopic indicators that the University is in good standing. The University's invitation to join the AAU has yielded other invitations and communications from the Obama administration. There is a major increase in undergraduate applications this year, and we may have a sixteen percent (16%) increase in applications for early decision.

The Faculty Council forwarded some questions to her in advance of the meeting, and a general discussion followed. The Council asked the Provost about the source of the data for a Boston Globe story that reported the average salary for a full professor at Boston University is \$152,000. This figure seemed high for some schools and colleges. The Provost said the Boston Globe used salary data distributed by the AAUP.

The University's salary average is still well behind those of Columbia, NYU, Penn, USC, etc.; and it is in the middle of the 15 schools we compare ourselves with—an improvement over past years. The Administration would like to move the average up to \$170,000 but doing so will require investment. She stated that the AAUP reports median salary data and does not break the data out over disciplines. Faculty salaries are driven by the market for different disciplines, the higher paying disciplines being business, law, medicine, and economics. We now have access to AAU data that allows greater granularity to gauge salary by discipline.

A Council member asked how the amount of time a faculty member serves in rank affects the results and whether data available to the Administration now is sufficiently granular to take such factors into consideration. The Provost answered that salary setting begins within the school or college and goes to the Associate Provost for Faculty Development, who with the assistance of the Office of Institutional Research, compiles a salary book to look at the picture at the departmental level. They send their questions back to the deans. The President, the Provost, and the Associate Provost perform the final salary review.

The Provost stated that the 2013 data on gender ratio is now available at different ranks. The report is posted on the Faculty Council website and is available to members of the Faculty Assembly. Some of the difference is attributable to market effects with some higher paid schools more dominated by males. The Provost said that she looks at the gender differentials on an annual basis, pushes back on the Deans about whether salaries are appropriate, and asks them to show progress, taking their available resources into consideration. However, the ultimate decision is made by the Deans.

The Council asked about future implications of the Affordable Care Act. The Provost stated that in 2018, employers will be hit with a punitive penalty if they run a “Cadillac plan.” The University will have to comply with the tax laws and is searching for ways to decrease the amount of money it spends on health care because the costs have continued to increase. We need to decrease the institutional commitments. BU is working to respond effectively. She said that Gary Nicksa, Senior Vice President of Operations, can speak to this. Chair Darr said she will invite SVP Nicksa to meet with the Faculty Council in spring, 2014.

A Council member asked about the ongoing project to unite the two campuses under the rubric of “One BU.” Faculty on the MED campus believe that much of the policy making is focused on the culture of the Charles River Campus. In particular, the recent changes to the health insurance contribution for faculty at .75 FTE or less adversely affected more faculty on MED than on CRC.

The Provost said that was not the intent. The University self insures its health plan management, and Blue Cross administers the plan. As the Administration looks ahead to the “Cadillac tax” in 2018, it will have to make hard choices about what to offer to employees. The same Council member asked how the decision was made to allocate resources to part-time employees. The Provost stated that the University pays 75% for

full time employees and 50% for part time employees for health care. Part time employees now pay the 50% rather than the 25% that they used to pay. There were 250 people adversely affected by this, most of them MED faculty and staff. This occurred in part as a consequence of sequestration. The President, the Provost, and the Senior VP for Operations met with the three deans on MED campus and set the floor for full time service at .75 to accommodate sequestration. MED campus faculty and staff who were at 1.00 FTE voluntarily dropped to .75 and were hit with an additional contribution to their health coverage. A Council member stressed that it is difficult to underestimate how much this policy change upset employees on the MED campus.

A Council member asked about clinical faculty members on MED who are charged differently than other BU employees because of the structure of faculty practice plans. The Provost said that the data to answer this question is not yet available. The Provost wants to ensure that the plans are administered equitably and said that Senior VP Nicksa can speak to this issue.

A general discussion followed about the different cultures between CRC and MED and future implications of the Affordable Care Act. It is difficult to know what Congress is going to do in 2018, but it is clear that businesses and institutions will be hit with a punitive tax if it goes above the federally-defined limit of what employers may offer for health insurance. At present, Congress has not informed employers what the requirements for health care insurance coverage will be.

A Council member asked if there any indications of anything positive happening at NIH? The Provost replied that the AAU is lobbying for more research dollars; and Jennifer Grodsky, Vice President for Federal Relations, is actively working on the issue. The research funding landscape is precarious due to Congressional partisanship. President Obama is doing what he can to support research, but the appropriations have to be made through Congress. The University's budget modeling for the next several years assumes research funding that is flat or increasing by single percentage points.

A Council member asked whether there will be a language requirement at the Frederick S. Pardee School of Global Studies. The Provost said that the Board of Trustees will vote on whether to approve the School next week. A member of the Council asked how the Pardee School advances the University's objective of becoming more global. The Provost said that the Pardee School is one slice of the pie. International Relations will form the core of the Pardee School, but other faculty will be involved and part of school.

The Provost informed the Council that if the Board votes to approve the Pardee School, the first step will be to appoint a dean, who will report to the Dean of the College of Arts and Sciences. The Pardee School will have its own endowment, which distinguishes it from a department. There will be a call for faculty to get involved after Board vote and the appointment of the dean. The faculty will set the degree requirements. A Council member asked how the Pardee School will relate to Kilichand Honors College. The

Provost replied that Kilichand Honors Colleges does not have its own faculty, and students could do both programs.

IV. New Business and Adjournment

There being no new business, the meeting was adjourned.

Respectfully submitted,

J. Robb Dixon
Secretary-Treasurer