



**Minutes of the Meeting  
January 15, 2019**

The fifth regular meeting of the Boston University Faculty Council for the 2018-2019 Session was held on January 15 at 3:30 p.m. in the Kenmore Conference Room, 1 Silber Way, Room 916. Cataldo Leone, Chair of the Faculty Council, presided over the meeting.

Officers and Committee Chairs								
X	Leone, Cataldo	Chair	GSDM		O'Keefe, Eileen	Faculty Policies		SAR
X	Dixon, J. Robb	Past Chair	QST	X	Howard, Kimberly A.S.	Graduate Programs		WCEHD
X	O'Keefe, Eileen	Secretary-Treasurer	SAR			Media/Communication		COM
X	Hamilton, James	Academic Freedom	MED	X	Henderson, Andy	Research		MED
	Hoecherl-Alden, Gisela	Awards	CAS	X	Hughes, Jeffrey	Student Policies		CAS
		Compensation and Benefits	QST		Dixon, J. Robb	Sustainability		QST
X	Brady, Steve	Credentials and By-laws	MED		Kinraide, Rebecca	Teaching Resources		CAS
	Cozier, Yvette	Equity and Inclusion	SPH	X	O'Brien Hallstein, D. Lynn	Undergraduate Programs		CGS
Representatives and Alternates								
	Abbott, Jodi (R)	MED	X	Furman, Jeff (R)	QST	X	Oberhaus, Stephanie (R)	MED
	Abrams, Binjamin (R)	CAS		Gapotchenko, Maria (R)	CAS		Palumbo, Carole (R)	MED
X	Amato, Felice (R)	CFA	X	Garik Peter (A)	WCEHD		Perls, Thomas (R)	MED
X	Ampountolas, Apostolos (R)	SHA	X	Gavornik, Jeffrey (R)	CAS	X	Pesanelli, Kelly (A)	SAR
X	Andres, Andy (R)	CGS		Gopalan, Srikanth (R)	ENG		Pita Loor, Karen (A)	LAW
X	Austin, Judy (A)	COM	X	Griffin, Sue (R)	CAS	X	Powers, Gina (R)	QST
	Beaton, Jamie (A)	CELOP		Hopper, Clay (A)	CFA		Quatromoni, Paula (A)	SAR
	Bor, Jacob (R)	SPH	X	Huckle, Nicholas (R)	CAS	X	Rafeizadeh, Safoura (R)	COM
	Brandwine, Joel (R)	CFA		Jafarzadeh, S. Reza (R)	MED		Reed, Marnie (R)	WCEHD
	Breehan, James (A)	CFA					Schulman, Bruce (A)	CAS
X	Byttebier, Stephanie (A)	CGS		Kealy, Sean (R)	LAW	X	Sebastiani, Paola (R)	SPH
X	Chang, Charles (R)	CAS		Kirby Jones, Alison (A)	QST	X	Sullivan, Soydan, Anne (R)	SAR
X	Chogle, Sami (R)	GSDM		Klinger, Julie (R)	Pardee	X	Sungu-Erylimaz, Yesim (R)	MET
	Choi, Hee An (A)	GSDM	X	Liu, Ching-Ti (A)	SPH	X	Unger, Barry (A)	MET
	D'Amato, Laura (A)	LAW		Liu, Chunyu (R)	SPH		Ünlü, Selim (R)	ENG
	Dashoush, Nermeen (A)	WCEHD	X	Lopez, Luz (A)	SSW	X	Volk, Robert (R)	LAW
	Davies-Heerema, Theresa (R)	MED		Lynch, Shawn (A)	CGS		Watts, Stephanie (R)	QST
	Decosimo, David (R)	STH	X	Masters, Joellen (R)	CGS	X	Webster, Kathryn (A)	SAR
X	DeNatale, Doug (A)	MET	X	McLaughlin, Donna (R)	SSW		White, Roberta (A)	SPH
	Dibart, Serge (A)	GSDM		Miller, Margo (R)	CELOP	X	Will, Leslie (R)	GSDM
	Doherty, Mary-Jane (R)	COM	X	Mochida, Yoshiyuki (A)	GSDM	X	Williams, Mark (R)	QST
	El Hachem, Lea (R)	GSDM		Mody, Makarand (A)	SHA		Wippl, Joe (A)	Pardee
X	Ellenwood, Stephan (R)	WCEHD		Mulvihill, Maggie (A)	COM		Zlatev, Vladimir (R)	MET
	Errante, Margaret (A)	GSDM		Myers, Samantha (R)	CAS			
X	Feng, Hui (R)	MED		Nentwich, Lauren (R)	MED			
	Fernandez-Val, Ivan (R)	CAS						

## **I. Secretary's Report: Approval of the Minutes**

The minutes of the December 4, 2018 Faculty Council meeting were approved.

Chair Leone informed the Council that the Associate Provost of Faculty Affairs has received comments that faculty are not aware of what happens at Faculty Council. He reminded the Council members to ask for time on the agenda for their school/college meetings to report on the Council's activities. He announced that Faculty Council will send a broadcast email to the Faculty Assembly with a link to the meeting minutes to encourage them to stay abreast of the Council's discussions. Director Khosla suggested that a broadcast email might be sent to the Assembly when the approved minutes are posted.

## **II. Chair's Report**

Chair Leone reported that he met with President Brown. He raised the Council's concerns about the HUB transfer credit policy and shared that the Council thinks this policy should go through eDAAP. President Brown said he would talk to the Associate Provost of Undergraduate Affairs about this.

Chair Leone informed the Council that he attended the meeting of the Board of Trustees and the joint meeting of the Board of Overseers in December. On the last day of the meeting, the members of both boards received a petition from a student organization asking the University to divest from fossil fuels. The Advisory Committee on Socially Responsible Investing has discussed this before and it will take up this petition in committee.

Chair Leone also informed the Council that President Brown and Provost Morrison intend to launch a free speech initiative this year. Updates will be provided as more information becomes available.

Chair Leone invited the committee chairs to update the Council, as follows.

Eileen O'Keefe, chair of the University Council Committee on Faculty Policies, reported that the Committee is completing its recommendations for review and promotion procedures for non-tenure track faculty. The main revisions relate to the departmental review process for 'clinical' faculty promotion and the level of decision for lecturer promotion. In the revised policy, departmental review of clinical faculty promotion will be expanded to include faculty members, holding either modified and unmodified titles, who are at or above the rank for which the candidate is being considered. This is in line with the process for other modified titled faculty, professor of the practice and research faculty. In the revised policy, final decision for lecture promotion is made at the level of the Dean rather than the Provost, though appeal of any promotion denial will still proceed to the Provost. Committee Chair O'Keefe thanked the Council for the comments they submitted via eDAAP, which were helpful and insightful when the Committee revised the policies. There will be a second round of review in eDAAP for further comment. Committee Chair O'Keefe said that she expects the policies will be brought before the University Council this semester.

Kathryn Webster, a member of the Nominating Committee, announced that the Committee is recruiting candidates to stand for election as officers and committee chairs. Members of the Nominating Committee have written to those faculty who are eligible under the Constitution to stand for election as officers and they have contacted the outgoing committee chairs to ask for recommendations for their successors. The Faculty Assembly will vote for officers via online ballot in spring 2019. The Faculty Council will elect committee chairs at the May 7 meeting.

J. Robb Dixon, chair of the Sustainability Committee, met with Dennis Carlberg and Tony Janetos to discuss how the Committee can contribute to the implementation of the Climate Action Plan ("CAP"). There will be a task force to address implementation of the CAP. The Faculty Council Sustainability Committee can assist with communication about internship opportunities, which are available in a broad range of disciplines, and help raise awareness of the University's agreement with ENGIE North America to buy energy from a new wind farm.

At the end of the November 1 Faculty Council meeting, a member shared a colleague's question about the University's shelter in place practices direction after a warning was issued last October. Director Khosla followed up with Peter Fiedler, Vice President of Auxiliary Services. The University police department has a training video<sup>1</sup> and published guidelines for what to do in the event of an active shooter on campus. Kelly Nee, Chief of University Police, will come to a college or a department and train the faculty about best practices for their office space, or classroom space. Steve Morash, Manager of University Emergency Services, is also available to answer questions and concerns. A Council member said that her department had active shooter training. While the information was helpful, the classrooms in their building do not have locks on the doors and the chairs and desk are affixed to the floor, so some of the recommendations are not possible.

Chair Leone reported that at the last University Council meeting, Provost Morrison expressed her disappointment that the Faculty Council did not elect any URM faculty to serve on the dean search advisory committees for the College of Arts and Sciences and the College of Communication. Clearly, this will be a consideration in future search committees.

Chair Leone informed the Council that he will invite Gillian Peirce, Assistant Provost for Academic Assessment, to return to the Faculty Council this spring to report on her ongoing study of teaching and learning outcome assessment.

### **III. VOTE: Compensation and Benefits Committee Chair**

Chair Leone noted that Donald Smith has stepped down as Chair of the Compensation and Benefits Committee and intends to retire from the University at the end of this semester. Chair Leone and other members of the Council commended Prof. Smith for his outstanding service as chair. His expertise, insight and perseverance will be missed. In 2016, the University proposed changes to health insurance and retirement investment benefits. Prof. Smith conducted a careful study of the proposed changes to

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<sup>1</sup> <https://www.bu.edu/police/emergency-info/active-shooter/>

health insurance and retirement investment benefits with the Committee. The Committee put forward substantive and respectful criticism of the changes to the senior leadership. The revisions that both plans underwent were due in part to the Committee's careful work. Past Chair Dixon noted that the Compensation and Benefits Committee greatly benefitted from having a chair with expertise in finance.

Chair Leone called for nominations from the floor for a chair of the Compensation and Benefits Committee. Mark Williams (Questrom) was nominated and the nomination was seconded. No other nominees were put forth. There being a quorum, the Faculty Council voted unanimously to elect Mark Williams and chair.

#### **IV. Credentials and By-laws Committee Presentation: Proposed Changes to the Constitution of the Faculty Council/Faculty Assembly**

Chair Leone charged the Credentials and By-laws Committee to review the Constitution of the Faculty Assembly/Faculty Council and to consider whether to expand membership in the Assembly to include Instructors. Chair Leone also asked the Committee to review the Constitution and consider whether other changes should be made for the sake of consistency, clarity, and best practices.

Steve Brady, Chair of the Credentials and By-laws Committee, presented for a first reading proposed changes to the Constitution of the Faculty Council/Faculty Assembly. The Faculty Council received an executive summary, a markup draft of the Constitution, and a clean draft prior to the meeting. Committee Chair Brady presented the Committee's proposals in detail, which are summarized thus:

- Include the "Instructor" ranks in the definition of Faculty Assembly members, to align with the University's definition of "faculty" in the Handbook;
- Stipulate that the Officers' term shall begin on June 1;
- Amend the guidelines for elections of representatives to reflect the actual practice and stipulate that elections must be complete by May 31;
- Stipulate that the representatives begin their term at the September meeting of the Faculty Council;
- Strike the requirement that the Nominating Committee recruit members of the standing committees as this is not our actual practice;
- Strike the requirement that the members of the standing committees are elected by the Faculty Council and have a term limit as this is not our actual practice;
- Amend the rules of recall for Committee Chairs to allow Faculty Council to recall a Committee Chair;
- Establish procedure for removal of a Committee Chair;
- Eliminate language that is a holdover from the previous system of half votes and full votes.

A discussion of the proposed changes to membership followed. A Council member asked about the role of clinical instructors at the University and whether they focus on teaching, or is teaching incidental to a medical practice. Committee Chair Brady said that at the School of Medicine, the Instructor rank is the first step for faculty to be hired as Assistant Professors. Chair Leone said that in the Goldman School of

Dental Medicine the Clinical Instructors are virtually entirely focused on teaching. A Council member noted that when the Constitution was amended in 2012, the Faculty Handbook did not have a definition of the “faculty,” which is partly responsible for the omission of Instructors from Faculty Assembly membership.

The Council discussed the proposed change to the procedure to remove a committee chair. The Credentials and By-laws Committee reasoned that the body that elects a faculty member to an office or position should be the one that can remove them. In the Constitution, the Faculty Assembly has the power to recall and remove officers and the faculty of a school or college has the power to recall and remove its school or college representatives. Currently, the committee chairs must be removed by the Faculty Assembly. However, the Faculty Council elects the committee chairs; therefore, it should have the power to remove them. A Council member asked whether there is a procedure for removal of committee chair from University Council. Director Khosla said that there is not. A Council member asked whether the Constitution provides for the appointment of an interim committee chair. Currently it does not. We need to decide if the committee itself can select an interim chair amongst themselves, who would serve until the next election cycle, or if an ad hoc special election would need to be held.

Committee Chair Brady said that the Faculty Council will hear a second reading of these proposed changes at the March 5 meeting, to provide additional time for the Council to consider the proposal and to suggest editions. If the Council accepts the proposed changes, then the matter will be put before the Faculty Assembly for a vote. A majority of the Faculty Assembly must cast a vote and a two-thirds majority must vote to accept the changes.

Committee Chair Brady thanked the Council for their attention and invited them to send comments to him or to Director Khosla. Chair Leone further acknowledged the good work of Chair Brady and the committee members.

#### **V. Discussion: Agenda items**

As above.

#### **VI. New business and adjournment**

President Brown and Provost Morrison charged the Faculty Council to submit a recommendation for a Faculty Marshal selection process this spring. This was discussed at Faculty Council last semester and in an ad hoc group. Past Chair Dixon summarized the recommendation. The Metcalf Cup and Prize awardee should be invited to serve as Marshal at matriculation to honor excellence in teaching. The Chair of the Faculty Council should serve as Marshal at commencement to honor the value of service to the University. A general discussion followed. As this is not a policy, the Council agreed that it will review the draft of the memo that will be sent to the President and Provost and vote whether to endorse the recommendation at the February meeting.

There being no additional new business, the meeting was adjourned.

Respectfully submitted,

Eileen O'Keefe  
Secretary-treasurer