



**Minutes of the Meeting  
February 5, 2019**

The sixth regular meeting of the Boston University Faculty Council for the 2018-2019 Session was held on February 5 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	X	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		Henderson, Andy	Research		MED
X	Hoecherl-Alden, Gisela	Awards	CAS	X	Hughes, Jeffrey	Student Policies		CAS
		Compensation and Benefits	QST	X	Dixon, J. Robb	Sustainability		QST
	Brady, Steve	Credentials and By-laws	MED	X	Kinraide, Rebecca	Teaching Resources		CAS
X	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, Binjomin (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		Gavornik, Jeffrey (R)	CAS	X	Pesanelli, Kelly (A)	SAR
X	Andres, Andy (R)	CGS	X	Gopalan, Srikanth (R)	ENG		Pita Loor, Karen (A)	LAW
	Austin, Judy (A)	COM		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		Huckle, Nicholas (R)	CAS	X	Rafeizadeh, Safoura (R)	COM
X	Brandwine, Joel (R)	CFA	X	Jafarzadeh, S. Reza (R)	MED	X	Reed, Marnie (R)	WCEHD
	Breehan, James (A)	CFA					Schulman, Bruce (A)	CAS
	Byttebier, Stephanie (A)	CGS		Kealy, Sean (R)	LAW		Sebastiani, Paola (R)	SPH
X	Chang, Charles (R)	CAS	X	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		Unger, Barry (A)	MET
	D'Amato, Laura (A)	LAW		Liu, Chunyu (R)	SPH		Ünlü, Selim (R)	ENG
	Dashoush, Nermeen (A)	WCEHD		Lopez, Luz (A)	SSW	X	Volk, Robert (R)	LAW
	Davies-Heerema, Theresa (R)	MED	X	Lynch, Shawn (A)	CGS		Watts, Stephanie (R)	QST
X	Decosimo, David (R)	STH		Masters, Joellen (R)	CGS	X	Webster, Kathryn (A)	SAR
	DeNatale, Doug (A)	MET	X	McLaughlin, Donna (R)	SSW		White, Roberta (A)	SPH
	Dibart, Serge (A)	GSDM	X	Miller, Margo (R)	CELOP	X	Will, Leslie (R)	GSDM
	Doherty, Mary-Jane (R)	COM	X	Mochida, Yoshiyuki (A)	GSDM	X	Williams, Mark (R)	QST
X	El Hachem, Lea (R)	GSDM		Mody, Makarand (A)	SHA		Wippl, Joe (A)	Pardee
X	Ellenwood, Stephan (R)	WCEHD		Mulvihill, Maggie (A)	COM	X	Zlatev, Vladimir (R)	MET
	Errante, Margaret (A)	GSDM		Myers, Samantha (R)	CAS	X	Smith, Donald (A)	QST
	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 January 15, 2019 Faculty Council meeting were approved.

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

Chair Leone informed the Council that he has been invited to serve on the Free Speech Operations Committee, which is part of President Brown's Free Speech Initiative. The goal of the Initiative is to articulate the University's commitment to freedom of speech and to develop a set of operational policies (residence hall rules, guidelines for hosted speakers on campus, etc.) that align with this commitment. A Council member asked how many faculty are serving on the committees. Chair Leone said he will send a list of the members to the Council.<sup>1</sup>

Chair Leone told the Council that it will receive an update about the Open Access Opt Out policy this semester.

## **III. Guest: Jean Morrison, University Provost & Chief Academic Officer**

Jean Morrison, University Provost and Chief Academic Officer, joined the meeting.

A Council member asked about the plans for Kenmore Square. Provost Morrison said that the posted design of the building is final. This is not a University building, so they do not hold any sway over the design. Another Council member asked where the bookstore will go and will it move back to Kenmore Square when the building is finished. She said she hopes the bookstore will return to Kenmore Square, but there is no guarantee that it will. The bookstore will move to 910 Commonwealth Avenue.

The Faculty Council posed questions about governance of the BU Hub. When the Hub was approved, it was understood that the University Council would be part of its oversight. The General Education Committee ("GEC") and the BU Hub Council are responsible for its management. At the last University Council, Associate Provost Loizeaux presented an operational flow chart for the BU Hub. The narrative that was distributed did not state whether the GEC or the Hub Council will be required to update the University Council about its work. Provost Morrison said that the Hub Council works and interacts with the GEC, but the governance relationship is still under development. She said she will review the flow chart and find a way to establish a standard practice for reporting about the BU Hub, perhaps the GEC can report to University Council a once or twice per year and submit an annual report.

The Faculty Council noted that the policy for transfer students and BU Hub credits was not submitted through eDAAP. When Associate Provost Loizeaux attending the December 4, 2018 meeting, the Council maintained that the number of credits required for the degree is the purview of faculty governance and should go through eDAAP for comment and to the University Council for approval. The

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<sup>1</sup> After the February 5 meeting, President Brown sent an announcement to the University community and included the list of committee members. <http://www.bu.edu/president/free-speech-on-campus/>

Associate Provost for Undergraduate Affairs maintained that this falls under the Hub framework, which was approved by University Council, and is therefore a detail that did not require a vote. The Council asked for clarification. Provost Morrison said that there is no change in the number of credits for the baccalaureate degree. The issue is the number of Hub units, not the number of course credits, that transfer students must complete. The Council members maintained that this is a change in the degree requirements. One Council member noted that a student who transfers to BU in the second semester of freshman year could claim sixteen Hub units after only one semester of college, but if the Hub units were assessed on a sliding scale, this would not happen. Provost Morrison said that the working group looked at many ways to credit Hub units to transfer students, but they will keep working at it.

Provost Morrison said that there needs to be a clear picture of the distinction between management of the BU Hub and its governance. The GEC was voted on by the University Council and it is composed of faculty. The management of the Hub is faculty-driven. All agreed that the governance issue merits further discussion. Provost Morrison and Associate Provost Loizeaux will meet with the Faculty Council on April 2.

The Faculty Council requested an update about the Wheelock merger. Provost Morrison said that the merger is complete. David Chard is the interim dean during the re-organization of what was formerly SED, now WCEHD. Three-hundred eighteen (318) undergraduates and two-hundred eleven (211) graduate students joined BU. Of the undergraduate, fifty-two percent (52%) are enrolled in Wheelock, twenty-four percent (24%) in CAS, fourteen percent (14%) in Sargent College, seven percent (7%) in CFA.

The Faculty Council requested an update about the Student Information System ("SIS"). Tracy Schroeder, Vice President of IS&T and Chief Data Officer and Christine McGuire, Vice President and Associate Provost for Enrollment and Student Administration, are leading the project. The SIS committee is looking for new vendors to update SIS. The three main student-facing components (admissions, financial aid, and recruitment) are being upgraded first. SIS will migrate to a cloud-based system. The upgrade for the admissions component will be complete by fall 2019. The recruitment upgrade has been launched, but the functionality is suboptimal. The financial aid component is still under review. There is not a good product on the market. A Council member asked about the other functions of SIS, i.e., registrar, academic records. Provost Morrison said the student facing components are the highest priority, but the other components will be upgraded, too. A Council member asked if the user interface will change and the Provost said that it will.

The Faculty Council asked the Provost to discuss the factors she considers in making decisions about requests for faculty lines and allocation of resources, particularly where there is pressure from the University to increase enrollment in professional Master's programs.

The Provost said the Deans request the faculty line; many are replacements, but there are some new slots. The Chairs send their requests to the Deans and the Deans prioritize the Chairs' requests, in consultation with the Provost. The Deans and the Provost discuss whether there is the possibility for real excellence in the new positions. As an R1 university that needs to offer an array of disciplines, even in disciplines with very small enrollments, they weigh against the field with the surging demand for

programs and degrees. The Provost allocates resources among the schools and colleges to sustain balance with new opportunities to recruit excellent faculty. The competition to retain the faculty also requires continued additional investment.

A Council member asked whether there is a rule that prevents hiring a senior faculty member. The Provost said there is no rule against hiring senior faculty. The decision is made first within the department and the school. Another Council member asked whether the University has a policy against hiring Associate Professors without tenure. She said the University does not have any such policy.

A Council member asked how the Lecturers and Adjuncts fit in with the overall hiring strategy. Provost Morrison said that the University has added tenure-track lines. We are not replacing tenured faculty lines with Lecturer or Adjunct lines. The University has created career tracks for the Lecturer ranks and hired them for longer contract terms.

A Council member said that his department would very much like to increase its quality and diversity by attracting URM faculty candidates, who are competitive hires. The Council members asked what financial resources have been allocated for this effort. The Provost said she works with the Deans on URM recruitment. If, in the course of a normal search, there is a strong candidate who applies, the Provost will support additional resources to match other competitive offers, or add another faculty slot.

A Council member raised questions about the timeline for hiring and whether the timeline can be more flexible. Currently all lines need to be approved by the Provost before the academic year begins and, once approved, allow for little flexibility with regards to seniority, i.e. positions must be fixed as either untenured or tenured in advance and cannot be changed. It can take longer to recruit URM faculty, particularly those with young families. Provost Morrison said that the timeline can be more flexible.

A Council member noted that the University has recently moved to an approach of promoting Associate Professors to Full Professors that, relative to prior years, involves higher expectations for research output, compared to service contributions. The Council member suggested that this leads to a dynamic which, in practice, the optimal path to Full Professorship involves eschewing major service commitments. The Council member asked what the Provost thinks about this approach and whether she is thinking of rebalancing expectations for research and service in promotion to Full Professor going forward.

Provost Morrison said that the perception that there has been a change in weighting service less and research more does not resonate in regards to promotions from Associate to Full Professor on the CRC. She noted that we are a research university and that is critical.

Provost Morrison reported that the task force on evaluating teaching has submitted its report, which will be published shortly. The task force did a careful assessment of the tools we use to evaluate teaching. The University will shift to online evaluations, but also include peer evaluations and teaching portfolio.

A Council member asked the Provost to explain what is properly counted as service in evaluating faculty. Provost Morrison said that service within the context of the discipline is important: leadership in professional society, service within a department as a graduate faculty advisor. She said that administration that is paid service is not counted towards promotion.

A Council member asked to what extent is the Strategic Plan designed to be a strategy document and/or a planning document. Provost Morrison said that the plan is not a planning document. The Strategic Plan will be short and concise and articulate the priorities and direction of the University for the next decade.

**New business and adjournment**

There being no new business, the meeting was adjourned.

Respectfully submitted,

Eileen O'Keefe

Secretary-treasurer