



**Minutes of the Meeting
May 4, 2021**

The Boston University Faculty Council convened on May 4, 2021 from 3:30-5:00. via Zoom. Eileen O'Keefe, Chair of the Faculty Council, presided over the meeting.

Officers and Committee Chairs								
X	O’Keefe, Eileen	Chair	Sargent	X	Furman, Jeff	Faculty Policies	QST	
X	Leone, Cataldo	Past Chair	GSDM	X	Howard, Kimberly A.S.	Graduate Programs	WCEHD	
		Secretary-Treasurer						
X	Barbone, Paul	Academic Freedom	ENG	X	Coleman, Fadie T.	Research	MED	
X	Will, Leslie	Administrative Policies	GSDM	x	Hughes, Jeffrey	Student Life and Policies	CAS	
X	Reed, Marnie	Awards	WCEHD	X	J. Robb Dixon	Sustainability	QST	
	Williams, Mark T.	Compensation and Benefits	QST	X	Leone, Cataldo	Teaching Resources	GSDM	
X	Hallstein, Lynn	Credentials and By-laws	CGS	x	Andres, Andy	Undergraduate Programs	CGS	
X	Chang, Charles	Equity and Inclusion	SPH					
Representatives (R) and Alternates (A)								
X	Alosco, Michael (R)	MED	X	Iffland, James (A)	CAS	X	Myers, Samantha (R)	CAS
X	Ampountolas, Apostolos (R)	SHA		Jafarzadeh, S. Reza (R)	MED		Pani, Pinelopi (A)	GSDM
X	Austin, Judy (R)	COM		James, Breehan (A)	CFA		Park, Hee-Young (A)	MED
X	Barbone, Paul, (R)	ENG		Joyce, Kathleen (A)	LAW	X	Parla, Ayşe (R)	CAS
	Bigio, Irving (A)	ENG	X	Kanno, Yasuko (R)	WCEHD	X	Perls, Thomas (R)	MED
X	Brown, Shelley (R)	Sargent		Karra, Mahesh (A)	Pardee		Powers, Gina (R)	QST
X	Byttebier, Stephanie (A)	CGS		Kealy, Sean (R)	LAW	X	Prince, Michael (A)	CAS
X	Coffman, Christopher (R)	CGS	X	Kinraide, Rebecca (R)	CAS	X	Quatromoni, Paula (A)	Sargent
X	Coleman, Fadie T. (R)	MED	X	Kirby Jones, Alison (A)	QST	X	Schon, Karin (R)	MED
	Coppock, Elizabeth (R)	CAS	X	Kong, Celeste (R)	GSDM	X	Semeter, Joshua (A)	ENG
			X	Lahkani, Afsheen (R)	GSDM		Seta, Francesca (R)	MED
	D’Amato, Laura (A)	LAW	X	Leahey, Kristin (R)	CFA		Shahbazian, Cameron (A)	GSDM
			X	Lee, Elaine (R)	MED	X	Slanetz, Priscilla (R)	MED
X	DeNatale, Doug (A)	MET	X	Legg, Mark (A)	SHA	X	Smith, Kevin (A)	CAS
	Desilets, Sean (A)	CAS	X	Leider, Christine (R)	WCEHD		Smith-Crowe, Kristin (A)	QST
X	DeVoe, Ellen (A)	SSW	X	Lindsey, Kate (R)	CFA	X	Straub, John (R)	CAS
X	Dobbs, Christina (A)	WCEHD	X	Liu, Chunyu (A)	SPH	X	Sullivan-Soydan, Anne (A)	Sargent
	Dutta-Koehler, Madhu (R)	MET		Loechler, Edward (A)	CAS	X	Tallman, Sean (R)	MED
	Fabian, Patricia (A)	SPH	X	Lumpkin, Williams (R)	CFA	X	Tripodis, Yorghos (R)	SPH
X	Feng, Hui (R)	MED	X	Lunze, Karsten (R)	MED	X	Ünlü, Selim (R)	ENG
X	Field, Thomas (R)	MED		Lynch, Shawn (A)	CGS	X	Villegas-Reimers, Eleonora (A)	WCEHD
X	Fincke, Mary Elizabeth	CELOP	X	Mako, Shamiran (R)	Pardee	X	Volk, Robert (R)	LAW
X	Furman, Jeff (R)	QST		Manglos-Weber, Nicolette (A)	STH	X	Walsh, Joyce (A)	QST
X	Gavornik, Jeffrey (R)	CAS	X	McKeen, Bill (A)	COM		Watts, Stephanie (A)	QSR
X	Genovese, Salvatore (A)	CGS		Merzbacher, Charles (R)	COM	X	Webster, Kathryn (R)	Sargent
X	Gopalan, Srikanth (R)	ENG	X	Metheny, Karen (A)	MET		White, Roberta (A)	SPH
X	Griffin, Sue (R)	CAS		Miller, Margo (A)	CELOP	X	Will, Leslie (R)	GSDM
X	Hopper, Clay (A)	CFA	X	Mochida, Yoshikyuki (A)	GSDM		Williams, Mark T. (R)	QST
	Huckle, Nicholas (A)	CAS	X	Muroff, Jordana (R)	SSW	X	Yang, Shi (R)	MED
X	Hughes, Jeffrey (R)	CAS		Mustafa-Kutana, Suleiman (R)	MED	X	Zlatev, Vladimir (R)	MET

I. Chair's Report

The Council received the 2021-2022 meeting calendar. The first meeting of the session will be on September 21, 2021.

Academic Freedom

Chair O'Keefe updated the Council about the ongoing discussion about academic freedom. The Faculty Council heard the report of the Academic Freedom Committee (AFC) on February 2.¹ The AFC reviewed one college and one departmental antiracism statement and expressed concern that the statements violate academic freedom. Chair O'Keefe shared the AFC report with Provost Morrison and Associate Provost for Faculty Affairs Maureen O'Rourke.

Chair O'Keefe stated that the Faculty Council is committed to building a more diverse and equitable community at Boston University. For several years, the Faculty Council's advocated the Administration to improve its recruitment and retention of faculty of color. It also advocated for the hire of a diversity officer, which ultimately resulted in the hire of the Associate Provost for Community and Inclusion. The Faculty Council is also committed to academic freedom as a core value of the University. Chair O'Keefe said that some conflicts have and will arise between DEI initiatives and academic freedom. She reported that she has received questions from faculty about departmental antiracism statements. Faculty Council does not have jurisdiction over departments whether or not they choose to adopt antiracism statements. The Faculty Handbook is within the Council's purview. Academic freedom is protected in the Faculty Handbook, and the Faculty Council does take the position to uphold and preserve this policy. Currently, faculty may file a grievance with the University Grievance Committee to report a breach of their academic freedom and seek redress. Chair O'Keefe said the grievance process is designed for individual faculty to bring forth their personal conflicts and concerns. This process works well for individual faculty, but it does not address broader breaches at the unit/department level that impact multiple faculty members and, by extension, the students.

The Executive Committee discussed this issue at the April 13 meeting. It agreed with Chair O'Keefe that the Academic Freedom Committee and the Equity and Inclusion Committee should hold a joint meeting and hear the perspectives of both committees. Chair O'Keefe said she will charge the committees to review and report on best practices among our peer institutions that address concerns about academic freedom. She will charge the committees to report on best practices for developing aspirational statements or policies for academic units. The committees will present their findings to the Executive Committee and to the Faculty Council for more discussion and feedback. When Faculty Council has agreed on a set of recommendations, Chair O'Keefe will bring those recommendations to the University Provost. Chair O'Keefe asked the Council if anyone had questions. There were none.

¹ [Minutes of Faculty Council Meeting February 2, 2021](#)

Update on Antiracism Task Force

At the end of summer 2020, Chair O'Keefe asked President Brown to appoint Faculty Council members to the various University working groups. Luz Lopez was appointed to the Antiracism Task Force. Prof. Lopez attended the April 13 Executive Committee meeting and gave a progress report. The Antiracism Task Force established three subcommittees: staff policies, co-chaired by Ken Freeman and Natalie McKnight; the University calendar, chaired by Christine McGuire; and campus safety, co-chaired by Kenn Elmore and Angela Onwuachi-Willig. The staff policies subcommittee has engaged Korn Ferry to survey staff about DEI and hiring and retention. The Faculty Council will hear an update about the University Calendar from Jeffrey Hughes, Co-Chair of the Student Life Committee today. The campus safety subcommittee is holding listening sessions with students.

Agenda items 2021-2022

Chair O'Keefe thanked the Council for their input for agenda items for the 2021-2022 session. She will meet with Associate Provost for Faculty Affairs Maureen O'Rourke next week. She will raise the Faculty Council's concerns about the impact of the pandemic on faculty professional development, and recommend review and revision of the Program Discontinuation Policy in the Faculty Handbook. The Faculty Council discussed this policy extensively at the December 1, January 19 and April 6 meetings and identified three areas of concern: the suspension of admissions applications during the review year, the lack of appropriate consultation with the affected faculty, and role of the Graduate Programs and Policies Committee in the presentation at University Council.

Thank-you to departing Council members

Chair O'Keefe thanked Dr. Cataldo Leone, Past Chair of the Faculty Council, for his service. Dr. Leone was appointed Interim Dean of the Henry M. Goldman School of Dental Medicine in April 2021. She thanked him for his leadership during his tenure as Faculty Council Chair 2018-2020 and for his counsel and mentorship during her first year as Chair.

Dr. J. Robb Dixon, Faculty Council Chair 2016-2018, will retire from Boston University on May 31, 2021. During Dr. Dixon's extended service on the Faculty Council as an officer and committee chair, he was involved in many initiatives, policies, and discussions. Chair O'Keefe cited his early commitment to sustainability and his influence in garnering support for the University to adopt the Climate Action Plan. Dr. Dixon has shown kindness and respect to all colleagues during his time on Faculty Council. Chair O'Keefe recited lines from John O'Donohue's poem "Beyond Beginnings": You stand on the shore of new invitation/ To open your life to what is left undone;/ Let your heart enjoy a different rhythm/ When drawn to the wonder of other horizons.

Chair O'Keefe thanked Dr. Dixon for his service and his fellowship.

II. Nominating Committee Report

The members of the Nominating Committee of the Faculty Assembly are: Andy Andres, Chair (CGS); J. Robb Dixon (Questrom); Beth Kramer (CGS); Elaine Nsoesie (SPH); Jyoti Sonkar (GSDM). Committee Chair Andres outlined the process it followed this year. In February, all Faculty Council members received an email about school/college elections. The email included an appeal for faculty to nominate, or self-nominate, for open committee chair seats: Academic Freedom and Sustainability. Teaching Resources was added to the list when Dr. Leone was appointed interim Dean of GSDM. Committee Chair Andres made an appeal for committee chair and officer candidates at the February 16 Executive Committee meeting and at the March 3 Faculty Council meeting. (Eligibility for faculty to stand for officer positions is defined in the Constitution of the Faculty Assembly/Faculty Council.)

Officer Election

The Faculty Assembly members received a poll for the officer election on April 14. Kimberly A.S. Howard (Wheelock) and Robert Volk, (LAW), stood for election and Vice Chair. Leslie Will (GSDM), was the candidate for Secretary-treasurer. The unfinished respondents received a reminder to vote on April 21 and April 38. When the poll closed on April 30, 602 members of the Faculty Assembly had voted. The Faculty Assembly elected Kimberly A.S. Howard as Vice Chair. Dr. Howard will serve in this role for one year and succeed Dr. O'Keefe as Chair on June 1, 2022. Dr. Will was elected as Secretary-treasurer and will serve a two-year term. The Faculty Council Officers serve on the Advisory Committee for Socially Responsible Investing.

Committee Chair Election

Committee Chair Andres presented the Nominating Committee's slate of candidates for Committee Chairs:

Academic Freedom	Rebecca Kinraide (CAS)
Research	Fadie T. Coleman (MED)
Sustainability	Open seat
Teaching and Learning Resources	Pinelopi Pani (GSDM)

Committee Chair Andres congratulated Dr. Coleman for receiving the Metcalf Award for Excellence in Teaching. Prior to the meeting, Dr. Kinraide and Dr. Coleman provided statements of interest to the Faculty Council. Committee Chair Andres said Dr. Pani was not able to provide a statement, but she had the endorsement of the Nominating Committee, too.

Chair O'Keefe asked if there were nominations from the floor for the Sustainability chair. Jeff Furman nominated Andy Andres. J. Robb Dixon seconded the nomination.

Chair O’Keefe asked if there were any other nominations from the floor. Director Khosla clarified that, per the usual practice, Council members can nominate a candidate from the floor for any of the open positions. There were none.

Committee Chair Andres said the voting members will receive a Qualtrics poll immediately after the meeting. The Council members received the poll on May 4, 2021 at 5:00 p.m. The poll closed on May 5 at 6:00 p.m. and received a quorum vote.

Academic Freedom: Rebecca Kinraide: 37 yes, 1 no, 1 abstain.

Research: Fadie T. Coleman: 36 yes, 1 no, 2 abstain.

Sustainability: Andy Andres: 39 yes.

Teaching Resources: Pinelopi Pani: 35 yes, 0 no, 2 abstain.

III. Equity and Inclusion Committee Report

The members of the Equity and Inclusion Committee are: Charles Chang, Chair (CAS); Shelley Brown (Sargent); Celeste Kong (GSDM); Elaine Lee (MED); Luz Lopez (SSW); Ayşe Parla (CAS); Karin Schon (MED); and Sean Tallman (MED).

Committee Chair Chang reported that the Committee met five times in AY21. The subcommittees on faculty hiring and institutional statements met as needed and gave progress reports to the full Committee. The Committee was charged to review faculty DEI hiring efforts across the schools and colleges. The faculty hiring subcommittee discussed what currently is available at the University. The Office of Diversity & Inclusion has a short hiring guide which focuses more on CRC hiring than MED. The faculty hiring subcommittee met with Associate Provost for Community and Diversity Crystal Williams and Manager of Faculty Diversity Initiatives Megan Segoshi to understand how the guide is used by hiring committees and if there can be more consistency in hiring practices. There are major differences between the campuses in both the timeline and nature of faculty hiring. Some DEI initiatives on CRC have yet to be rolled out on MED. There are some school-specific hiring practices that preclude creating a University-wide model. The subcommittee also discussed the challenges of implementing some of the best practices of the hiring guide. Later this month, the subcommittee will meet with AP Williams and Ms. Segoshi to identify similarities and differences in hiring between CRC and MED, identify points where uniform recommendations or guidelines could be used on both campuses, see where the sticking points are and the opportunities to implement best practices.

The subcommittee on institutional statements discussed departmental DEI statements. The subcommittee has begun to research best practices, compile a list of examples and resources for composing DEI statements, and draft initial thoughts. The subcommittee found that aspirational statements vary in their emphases, some focus on antiracism and some are more general. The Committee will meet with the Academic Freedom Committee later this month to discuss their work so far.

Committee Chair Chang reported that the Committee also discussed personal DEI statements for faculty candidates. Nationally, some faculty position listings request, or require, a candidate to submit a DEI statement as part of their application. The Committee has started to discuss this practice, whether it should be requested of job applicants, and how such statements should be weighted. The Committee considered DEI issues separate from faculty search committees. The University is surveying staff about DEI issues. The Committee thought it would be useful to survey the faculty and the students as well.

Chair O’Keefe thanked the Committee for their work this year. They will continue with these charges and report to Executive Committee and Faculty Council in the fall.

A Council member endorsed the plan for the Equity Inclusion Committee and Academic Freedom Committee to meet jointly. She said the conversations about DEI and academic freedom should continue and should engage with the Associate Provost for Diversity and Community. Broadening the discussion can help bring more understanding and clarity to some of the issues that have come up this year.

A Council member asked if the Equity & Inclusion Committee’s reports will be sent to the deans for their input. Chair O’Keefe reiterated that Faculty Council is a deliberative body. It’s role in governance is to dialogue with the President and the Provost about academic matters. Faculty Council does not engage individual deans directly. The Faculty Council representatives may and should engage their school/college faculty and dean and share the discussions of Faculty Council. The communication directly back to the schools should be either via the Faculty Council representatives, or from the University Provost to the dean.

IV. University Calendar

Jeffrey Hughes, Co-Chair of the University Council Student Life & Policies Committee, reported that the Committee met with Vice President and Associate Provost of Student Enrollment Christine McGuire about changes to the calendar recommended by a subcommittee of the Antiracism Task Force. Changes to the calendar require a change to a University policy and the Student Life Committee was deemed the appropriate body to review this proposal.

In 2012, the University Council passed a policy on academic calendar principles that applies to the schools of the CRC, except for LAW and SSW. The policy does not apply to the MED campus.

The Antiracism Task Force subcommittee on the University calendar proposed: Changing Columbus Day to “Indigenous People’s Day and adding Juneteenth as a University holiday. The subcommittee also introduced a discussion to make Veteran’s Day a class holiday.

Co-Chair Hughes said the Committee agreed with the proposal to re-name Columbus Day. The Commonwealth of Massachusetts adopted Juneteenth as a state holiday. The Antiracism subcommittee proposed making this a class holiday. If the day falls on a weekday, there will be no classes that day. If it falls on a Saturday or Sunday, then it would be observed on Friday. This year, Juneteenth is on a

Saturday, so Summer Term classes would not be held on a Friday. The Veteran's Day proposal is an attempt to correct a disparity in the calendar. Currently, it is a staff holiday, but classes are in session. However, faculty do not teach the day before Thanksgiving, but the staff work that day. The proposal is to make Veteran's Day a class holiday. This is a complication because accreditation requires that we have at least 66 instruction days. Classes do not begin until after September 1, to avoid conflict with move-in day for students living off campus. The Antiracism subcommittee presented seven different calendars to show how to make the Veteran's Day holiday a class holiday, with the first day of classes no earlier than September 2. In some years, this will bring the end of the semester close to Christmas. Co-Chair Hughes said making Veteran's Day a work day for everyone was discussed, but nobody wanted to do that. Chair O'Keefe asked why the academic and staff holiday calendars need to be synced. Co-Chair Hughes said a significant number of staff who support classroom instruction and do not get to take the Veteran's Day holiday. Director Khosla said the current system allows staff who do not provide academic/teaching support to take the day off. For those who do have to come in, some managers allow their staff to take a personal day some other time, but that is on an ad hoc basis.

Co-Chair Hughes was not sure whether the Veteran's Day issue will go before University Council on May 11, but assumed that the proposals for Indigenous People's Day and Juneteenth would.

A Council member asked if the Student Life & Policies Committee discussed the imbalance between the fall and spring semesters in terms of where major holidays fall. The Council member cited low attendance in class after Thanksgiving. Co-Chair Hughes said the Committee concentrated on the three proposals of the Antiracism subcommittee.

Ayşe Parla, a Council representative for CAS and a member of the subcommittee on the calendar, expounded on the rationale for the Veteran's Day holiday. The proposal is a practical realignment to the disparity between academic support staff and administrative staff. There is a DEI aspect to Veteran's Day, too. Thirty percent (30%) of military veterans and forty-percent (40%) of active-duty military personnel are non-white. The subcommittee looked at various possibilities, but the 66-day instruction rule does not allow for much flexibility in the fall semester. Dr. Parla said the subcommittee is discussing a broader vision for the University calendar to integrate diverse celebrations and holidays as teachable moments for the community, or days of observation.

A Council member asked if the Juneteenth holiday will be a University holiday this year. Co-Chair Hughes said he was under the impression that it will be, provided it is approved by University Council. The Council member asked if the impact on summer term courses was discussed. Co-Chair Hughes said the Committee asked Christine McGuire about this and to follow-up on the impact on summer term. The current proposal would make Friday, June 18 will be a University holiday this year. The Council member said she supports the addition of Juneteenth as a class holiday and will adjust her plans for summer term.

Kathryn Webster, a representative for Sargent College and member of the Student Life & Policies Committee, said the Committee discussed whether to adopt the Friday or Monday observance day in the year when Juneteenth is on the weekend. The Committee agreed that it should be treated the same as July 4, as many people see Juneteenth as an independence holiday, too. The Committee endorsed

having a Friday observance day. Dr. Parla said VP McGuire's proposal aligns with the Committee's recommendation.

Chair O'Keefe asked if classes are in session the day before Thanksgiving. Co-Chair Hughes said there are none. That day could not be added as an instruction day because it is a travel day for students and employees.

V. New business and adjournment

Chair O'Keefe thanked the Faculty Council for their dedication, engagement, and friendship in the 2020-2021 session. Many of the members served on the Faculty Council through summer 2020. The Council's contributions and service were critical to the success of the University's re-opening plan. She thanked the Council for their work above and beyond the usual commitment and wished them a happy, restful summer.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Samantha Khosla, Director