



Minutes of the Meeting September 8, 2020

The Boston University Faculty Council convened on September 8, 2020 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				Media/Communication		
X	Decosimo, David	Academic Freedom	STH	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	
X	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	
	Chang, Charles	Equity and Inclusion	SPH					
Representatives (R) and Alternates (A)								
X	Alosco, Michael (R)	MED		Iffland, James (A)	CAS		Myers, Samantha (R)	CAS
X	Ampountolas, Apostolos (R)	SHA		Jafarzadeh, S. Reza (R)	MED	X	Pani, Pinelopi (A)	GSDM
X	Austin, Judy (R)	COM		James, Breehan (A)	CFA	X	Park, Hee-Young (A)	MED
X	Barbone, Paul, (R)	ENG	X	Joyce, Kathleen (A)	LAW	X	Parla, Ayse (R)	COM
X	Bigio, Irving (A)	ENG	X	Kanno, Yasuko (R)	WCEHD		Perls, Thomas (R)	MED
	Brown, Shelley (R)	Sargent	X	Karra, Mahesh (A)	Pardee	X	Powers, Gina (R)	QST
	Byttebier, Stephanie (A)	CGS		Kealy, Sean (R)	LAW	X	Prince, Michael (A)	CAS
X	Coffman, Christopher (R)	CGS		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
X	Coppock, Elizabeth (R)	CAS	X	Kong, Celeste (R)	GSDM	X	Semeter, Joshua (A)	ENG
X	Cozier, Yvette (R)	SPH	X	Lahkani, Afsheen (R)	GSDM		Seta, Francesca (R)	MED
	D’Amato, Laura (A)	LAW	X	Leahey, Kristin (R)	CFA		Shahbazian, Cameron (A)	GSDM
X	Decosimo, David (R)	STH	X	Lee, Elaine (R)	MED		Slanetz, Priscilla (R)	MED
X	DeNatale, Doug (A)	MET	X	Legg, Mark (A)	SHA	X	Smith, Kevin (A)	CAS
X	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		Liu, Chunyu (A)	SPH	X	Sullivan-Soydan, Anne (A)	Sargent
X	Dutta-Koehler, Madhu (R)	MET		Loechler, Edward (A)	CAS	X	Tallman, Sean (R)	MED
X	Fabian, Patricia (A)	SPH	X	Lumpkin, Williams (R)	CFA	X	Tripodis, Yorghos (R)	SPH
	Feng, Hui (R)	MED	X	Lunze, Karsten (R)	MED		Ünlü, Selim (R)	ENG
X	Field, Thomas (R)	MED	X	Lynch, Shawn (A)	CGS	X	Villegas-Reimers, Eleonora (A)	WCEHD
	Fincke, Mary Elizabeth	CELOP	X	Mako, Shamiran (R)	Pardee	X	Volk, Robert (R)	LAW
X	Furman, Jeff (R)	QST		Manglos-Weber, Nicolette (A)	STH		Watts, Stephanie (A)	QST
X	Gavornik, Jeffrey (R)	CAS	X	McKeen, Bill (A)	COM	X	Webster, Kathryn (R)	Sargent
	Genovese, Salvatore (A)	CGS	X	Merzbacher, Charles (R)	COM		White, Roberta (A)	SPH
	Gopalan, Srikanth (R)	ENG	X	Metheny, Karen (A)	MET	X	Will, Leslie (R)	GSDM
X	Griffin, Sue (R)	CAS	X	Miller, Margo (A)	CELOP	X	Williams, Mark (R)	QST
X	Hopper, Clay (A)	CFA	X	Mochida, Yoshikyuki (A)	GSDM		Yang, Shi (R)	MED
	Huckle, Nicholas (A)	CAS	X	Muroff, Jordana (R)	SSW	X	Zlatev, Vladimir (R)	MET
X	Hughes, Jeffrey (R)	CAS		Mustafa-Kutana, Suleiman (R)	MED			

I. Chair's Report

Chair O'Keefe welcomed the new and returning Faculty Council members. She thanked the returning members for their diligence and attention during the summer. The Council members gave their time, input and advocacy for faculty during this extraordinary period. The Council brought forward faculty concerns to the administration and, in that respect, it was a successful summer.

Chair O'Keefe announced the meeting schedule for Fall 2020. President Brown will join the meeting on October 6. Faculty Assembly will be livestreamed on October 14. Council members should encourage their colleagues to participate in the Assembly. Viewers will be able to send questions during the event. The Assembly is an opportunity for faculty to speak directly with the President and the University Provost. At present, there are no guests scheduled for the November and December meetings. Guest may be scheduled, depending on the agenda.

For the benefit of new Council members, Chair O'Keefe gave a short report on the summer meetings.¹ The Council held seven meetings with President Brown, Provost Morrison, Senior Vice President Gary Nicksa, and several members of the administration and the Covid recovery planning teams.

On July 14, the Council met with Associate Provost and Dean of Students Kenneth Elmore and Associate Provost for Faculty Affairs Maureen O'Rourke to discuss federally-mandated changes for Title IX. The Department of Education ordered procedural changes to Title IX to be adopted by August 15, 2020. The new regulations require a hearing if a dispute cannot be resolved informally, a respondent must have the ability to cross examine the complainant, and both complainant and respondent must be provided with advisors during the hearing. The University met the procedural requirements before the deadline and there will be further discussion of Title IX during the fall. At that same meeting, Associate Provost for Digital Learning Chrysthanos Dellarocas and members of his team met with the Council to discuss resources, training and support for Learn from Anywhere.

The remainder of the meetings were spent discussing the Covid 19 recovery plan. On June 8, the Council met with President Brown, Provost Morrison, Associate Provost of Graduate Affairs Daniel Kleinman and Interim Associate Provost to discuss the academic calendar for Fall 2020. At that time, they proposed to hold in-person classes until the Thanksgiving break and then move all classes online. Since that time, the University Administration has decided that in-person classes will resume after the Thanksgiving break. Returning Students will be subject to testing and quarantine protocols. On June 15, the Council met with President Brown, Provost Morrison, and Professor Davidson Hamer to discuss the strategy and plan for Covid 19 testing and shared the results of the faculty survey about returning to campus.

¹ [Minutes of the meeting are published on the Faculty Council website.](#)

Later in the summer, as more data about Covid 19 transmission became available, the Council met with President Brown, Senior Vice President for Operations Gary Nicksa and other administrators on August 11 to discuss classroom ventilation status and upgrades and further details about Covid-19 surveillance testing. On August 13, the Council met with Provost Morrison, Associate Provost for Faculty Affairs Maureen O'Rourke and Interim Vice President of Human Resources Kenneth Freeman to discuss Covid-19 the compliance expectations and pledge for all University employees. Council members shared that faculty were concerned that signing any document could be construed as a waiver of liability on the part of the University. The guests assured the faculty that the pledge is not a waiver. It is meant to impress upon employees the seriousness of compliance and regular symptom monitoring and testing. At both the August 11 and August 13 meeting, the Council had a lot of discussion about whether faculty will be informed if a student in their class tests positive for Covid 19. There were discussions about what constitutes a "close contact" under current medical guidelines and some members of the Council advocated for notification. Ultimately, it was determined that reporting student test or contact status would reduce contact tracing compliance and the Administration decided not to inform faculty if a student tests positive.

II. Welcome to New Members

Chair O'Keefe welcomed twenty-four (24) new members to the Faculty Council with a short presentation that displayed the new Council member's photographs and school designation. The following schools/colleges elected new members to the Council: CAS, CELOP, CFA, CGS, ENG, GSDM, LAW, MED, MET, Questrom, SHA, SPH, SSW, and Wheelock. This year, there are 54 representatives and 35 alternates of Faculty Council. Chair O'Keefe said Council members serve a dual role: First, advocate for the faculty of their school/college and report back to them; Second, participate in the deliberative body and consider issues in the broader sense across the entire University. Faculty Council gets involved with academic issues that affect more than one school or college. Representatives/alternates should inform the Council about issues that concern their colleagues. If it is a cross-cutting issue, then it is appropriate for the Council to take it up for discussion. If an issue is unique to a school/college, then the issues should be raised with that college dean. Chair O'Keefe said Council members should be mindful when they report back on discussions to consider their Council colleagues and report on the substance of conversation only, not the individuals involved. Council members have expressed concern about being quoted directly. Council members should not be named and neither council members nor council guests should ever be quoted in such reports. Identifying and quoting could have a chilling effect on discussion among Council members, if they think their early impressions will be disseminated and quoted publicly.

Chair O'Keefe briefly outlined the distinction between University Council and Faculty Council. University Council is where "laws get made." It is the deliberative body that votes on policies, curriculum and degree proposals. It is important for faculty Council members to attend and vote at University Council meetings. Director Khosla added that the University Council members will receive calendar invitations from her for the University Council meetings this week. Faculty Council

members have already received invitations to the scheduled Faculty Council meetings for 2020-2021.

III. Faculty Council Committee Chairs and Charges 2020-2021

Chair O’Keefe invited the Committee Chairs to introduce themselves and give a brief summary of their committee’s charges for the upcoming year. Council members were encouraged to join a committee. University Council Committees for 2020-2021 have already been seated.

Academic Freedom: Chair David Decosimo (STH).

Committee Chair Decosimo provided a link to the University’s policy on academic freedom in the Faculty Handbook.² He noted recent controversies at other institutions said the Committee would like to hear from the Council members about how faculty in their school/college feel about their academic freedom.

Administrative Policies: Chair Leslie Will (GSDM).

Committee Chair Will reported that she is on a committee with faculty and administrators to review MyCV. Provost Morrison informed the Council in July that there will be further discussion about Title IX reform, under the Department of Education guidelines. The Administrative Policies Committee will review any proposed policies that come from these discussions and provide feedback. As the academic year progresses, if there are additional nonacademic policies for the Covid 19 recovery plan, the Committee will review also review these.

Awards: Chair Marnie Reed (Wheelock).

Committee Chair Reed reported that in Spring 2021, the Committee will review and recommend the winners of the 2021 John S. Perkins Award for Distinguished Service.³ The “Perkins” is awarded annually to three non-faculty members of the University community and honored at a reception in May, after the last scheduled Faculty Council meeting of the session.

Compensation and Benefits: Chair Mark Williams (Questrom).

Committee Chair Williams reported that the Committee will examine two issues: resumption of the University contribution for retirement benefits and health insurance usage of University employees, with a keen eye to Covid usage and mental health usage. In past years, the Council has met with Senior Vice President Gary Nicksa, Executive Director of Benefits Nimet Gundogan, and representatives from Blue Cross to review that data. Last year, the Council was unable to meet with them, due to inclement weather in December and pressing agenda items about the University

² <https://www.bu.edu/handbook/ethics/academic-freedom/>

³ <http://www.bu.edu/fafc/perkins-award/>

shutdown in March and April. These discussions will be initiated on the committee level in Fall 2020.

Credentials and By-laws: Chair Lynn O'Brien Hallstein (CGS).

Committee Chair Hallstein reminded the Council that the Constitution of the Faculty Assembly/Faculty Council was amended in April 2020. The Committee will review the By-laws to ensure consistency with the Constitution and will propose amendments to the Council, if needed.

Equity and Inclusion: Chair Charles Chang (CAS).

Committee Chair Chang was unable to attend the meeting. Chair O'Keefe reported on his behalf. The E&I Committee will review faculty diversity hiring and retention practices at peer institutions for best practices and possibly make recommendations to the Provost. It will also see whether University departments have their own diversity/anti-racist statements.

Sustainability: Chair J. Robb Dixon (Questrom).

Committee Chair Dixon said the Committee will contact Dennis Carlberg, Associate Vice President for Sustainability, to ask how faculty might assist to advance the University's Climate Action Plan. Also, it will inquire about how Covid 19 has affected the sustainability efforts and practices.

Teaching Resources: Chair Cataldo Leone (GSDM).

Committee Chair Leone reminded the Council of report published by the Task for on Evaluating Teaching.⁴ Due to a vacancy on the Provost's cabinet, the findings and recommendations of that substantial report have not been adopted. The Committee will follow up with the Provost's office to get an update about this project and hopefully advance it.

University Council Committee on Faculty Policies: Co-Chair Jeff Furman (Questrom), Co-Chair Maureen O'Rourke, Associate Provost for Faculty Affairs.

Co-chair Furman reported that the agenda is under development. Faculty Policies is a busy committee and he will report back to the Council shortly. Policies are sent to Council members via eDAP for comment and reviewed by the Committee before policies are brought to University Council for a first and second reading and a vote.

University Council Committee on Graduate Education: Co-Chair Kimberly A.S. Howard (Wheelock), Co-Chair Daniel Kleinman, Associate Provost for Graduate Affairs.

Co-Chair Howard reported that the Committee meets monthly, or more as needed, to review proposed changes to graduate and professional programs and also new graduate programs. Council members will receive a request for comment via eCAP. The Committee reviews all comments it

⁴ <https://www.bu.edu/provost/files/2019/02/Report-of-the-Task-Force-on-Evaluating-Teaching.pdf>

receives, communicates with the unit/department, meets with faculty and administrators to discuss their proposals, and presents the proposals or revisions to University Council for a vote.

University Council Committee on Research: Co-Chair Fadie T.Coleman (MED), Co-Chair Gloria Waters, Associate Provost for Research.

Co-Chair Coleman reported that the Committee meets monthly and it develops and reviews University-wide policies for research and scholarly activities. The Committee reviews new policies carefully to ensure they align with existing guidelines. Policies are sent to Council members via eDAP for comment and reviewed by the Committee before policies are brought to University Council for a first and second reading and a vote.

University Council Committee on Student Life: Co-Chair Jeffrey Hughes (CAS), Co-Chair Kenneth Elmore, Associate Provost and Dean of Students.

Co-Chair Hughes said the Committee meets as needed and it is composed of faculty, staff, and an undergraduate member of student government. The Committee formally considers non-academic policies, e.g. housing, campus rules and regulations. Recently, the Committee reviewed a newly-adopted Code of Conduct for Libraries and the student overnight guest policy.

University Council Committee on Undergraduate Education: Co-Chair Andy Andres (CGS), Co-Chair Suzanne Kennedy, Interim Associate Provost of Undergraduate Affairs.

Co-Chair Andres explained that the Committee mirrors the activities of the Graduate Committee and reviews undergraduate programs and proposals. He emphasized that the Committee reads all of the comments it receives via eCAP and encouraged that Council members to provide feedback. The Committee benefits from faculty input in its deliberations. The Co-Chairs present proposed major changes or degrees to the University Council for a reading and vote.

Director Khosla informed the Council that they will receive a Qualtrics survey to volunteer to join a Faculty Council committee. There are available seats on all Faculty Council committees; however, she reminded them that University Council committees are seated for the 2020-2021 academic year.

IV. Discussion: Agenda items for 2020-2021

Chair O'Keefe invited Council members to suggest agenda items for the year. A Council member asked it if would be possible to get progress reports about some of the issues raised during the summer. For example, how is the LfA model working for different course types, modes of delivery, class size, etc.

A Council member asked for an update about student enrollments for Fall 2020, whether the teaching modality affected undergraduate enrollment, and how many students chose to return to campus and how many chose to be remote. Past Chair Leone noted that President Brown is scheduled to attend the October meeting and the Council could request data in advance.

A Council member requested data about LfA sorted by faculty rank (faculty teaching in person/faculty teaching remotely) and also how many graduate students are teaching in the classroom. The concern was raised during the summer whether the distribution in-person instruction will be assigned equitably, or will the main responsibility for in-person instruction fall to graduate students.

A Council member asked about diversity recruitment for undergraduate and graduate students and whether the Council can make suggestions for improvement. He referred to the Boston Scholars Program, which was re-named the Menino Fellowship and asked whether the program still exists. He also asked how priorities are set to upgrade the physical plant. There are many old buildings that have not been upgraded. Finally, he asked whether there is a plan to gather faculty impressions of the BU Hub and measure how well it is working. Chair O'Keefe noted that the Associate Provost for Undergraduate Affairs stepped down in December 2019 and that this likely delayed in some of the plans to audit and evaluate the BU Hub. She agreed that this is an important issue, particularly we need to establish what the outcome measures are for the BU Hub. Chair O'Keefe reminded the Council that President Brown presents student enrollment and diversity data at the fall Faculty Assembly. She reminded the Council to encourage their colleagues to participate in the live-stream on October 14.

A Council member said there is a BU Hub Council that meets regularly and suggested inviting Assistant Provost David Carballo to meet with Faculty Council to discuss the Hub. She also said there is an undergraduate working group, led by Interim Associate Provost Suzanne Kennedy. The group is mainly assessing LfA for undergraduate education, but the Council might direct questions about the Hub to the working group, too.

A Council member requested a presentation about the University budget. In spring and summer, the Council received information about projected revenue losses. In particular, what actual losses have been sustained this year.

A Council member addressed the subject of building upgrades and added that it is an opportunity to advocate for improved indoor air quality to balance with the University's goals for sustainability and lower energy usage.

A Council member said that the relationship between faculty and administration is fraught right now and advocated for better communication with senior administration. Chair O'Keefe agreed that some faculty were upset that there was no consultation before the announcement of the LfA model. However, this is not a universal sentiment across schools and colleges. The President and Provost met with Faculty Council six times during the summer and have been transparent. Faculty did not always receive the responses they wanted. There is uncertainty and anxiety around Covid 19,

teaching modalities and the financial situation and this factors into faculty communication with administration.

A Council member asked for additional information about the international programs that were permanently cancelled during the summer (Grenoble, Dresden). The loss of these programs is particularly unfortunate for STEM students. Chair O'Keefe suggested inviting Willis Wang, Vice President of Global Programs, to talk about this.

Past Chair Leone reminded the Council that it has three liaisons with the Howard Thurman Center: Lynn Hallstein (CGS), Luz Lopez (SSW), and Kathryn Webster (Sargent.). This is a new relationship with the HTC and it would be good for the Council to get a report from the liaisons later in the year.

Chair O'Keefe thanked the Council for their input.

V. New business and adjournment

There being no further business, the meeting was adjourned.

Respectfully submitted,

Samantha Khosla

Director