



**Minutes of the Meeting
October 6, 2020**

The Boston University Faculty Council convened on October 6, 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	X	Iffland, James (A)	CAS	X	Myers, Samantha (R)	CAS
X	Ampountolas, Apostolos (R)	SHA	X	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, Ayse (R)	COM
X	Bigio, Irving (A)	ENG	X	Kanno, Yasuko (R)	WCEHD		Perls, Thomas (R)	MED
X	Brown, Shelley (R)	Sargent		Karra, Mahesh (A)	Pardee	X	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		Semeter, Joshua (A)	ENG
X	Cozier, Yvette (R)	SPH	X	Lahkani, Afsheen (R)	GSDM	X	Seta, Francesca (R)	MED
X	D’Amato, Laura (A)	LAW	X	Leahey, Kristin (R)	CFA		Shahbazian, Cameron (A)	GSDM
X	Decosimo, David (R)	STH	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
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
	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
X	Feng, Hui (R)	MED	X	Lunze, Karsten (R)	MED	X	Ünlü, Selim (R)	ENG
	Field, Thomas (R)	MED		Lynch, Shawn (A)	CGS	X	Villegas-Reimers, Eleonora (A)	WCEHD
X	Fincke, Mary Elizabeth	CELOP	X	Mako, Shamiran (R)	Pardee		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
X	Genovese, Salvatore (A)	CGS	X	Merzbacher, Charles (R)	COM	X	White, Roberta (A)	SPH
X	Gopalan, Srikanth (R)	ENG	X	Metheny, Karen (A)	MET	X	Will, Leslie (R)	GSDM
	Griffin, Sue (R)	CAS	X	Miller, Margo (A)	CELOP	X	Williams, Mark (R)	QST
X	Hopper, Clay (A)	CFA	X	Mochida, Yoshikyuki (A)	GSDM	X	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 Council members at five weeks into the semester and the return to research and working in the hybrid teaching model. As stated on the agenda that Council members received prior to the meeting, Faculty Council meetings on Zoom are recorded, for the purpose of preparing minutes. Personal audio and video recordings are not permitted.

She announced that the November meeting will be held on Monday, November 2 from 3:30-5:00 p.m. This is an off-cycle meeting, in consideration of Election Day. On December 1, Associate Provost of Graduate Affairs Daniel Kleinman and Dean of Sargent College Chris Moore will attend, details to follow. She reminded the Council that Faculty Assembly will be live streamed on Wednesday, October 14 from 3:00-5:00 p.m. and asked the Council to encourage their colleagues to participate.

At the last meeting, the Committee Chairs introduced themselves and discussed their charges for the year. After the meeting, many Council members, including new members, responded to the Director's request to join a Faculty Council committee. Chair O'Keefe thanked the Council members for assuming these service roles.

Chair O'Keefe informed the Council that the Executive Committee met last week and heard updates from the Compensation and Benefits Committee and the Academic Freedom Committee. Also, the Administrative Policies Committee, chaired by Leslie Will, is deeply engaged with the MyCV review. All discussions are in their early phase and the committees may give presentations to the Council at an upcoming meeting.

Last week, the Chair met with President Brown and discussed some of the issues around diversity and anti-racism. There will be opportunities for faculty to engage in these discussions on campus and the Chair encouraged faculty to contribute to the discussion. The Council has its own contribution to make with respect to faculty diversity. The Equity and Inclusion Committee will look into what other schools do to recruit and retain diverse faculty and consider recommendations to the Administration. Chair O'Keefe and President Brown also discussed the Covid recovery plan. Chair O'Keefe advocated for more faculty representation on the working groups. The President and Provost have honored the request and added faculty to the Covid recovery working groups (Undergraduate, Graduate, Research, and Medical Advisory) and the Anti-racism working group. A Council member said she was glad that there will be more faculty on the working groups to establish a better balance with administration and give additional support to faculty who are already serving on these groups.

Chair O'Keefe noted that, for today's meeting, Council members sent questions for President Brown on a wide range of topics: budget and finance; diversity, equity and inclusion; the strategic plan; Covid-19 recovery and LfA. Faculty with young children face ongoing challenges, particularly this semester.

Director Khosla informed the Council that Provost Morrison and Senior Vice President Gary Nicksa sent a memo to the University community on October 5 to announce the testing protocols for those in Category 3 have been updated.

A Council member said at a recent meeting, an associate dean announced there are plan underway to develop a questionnaire for faculty and students about LfA and asked if this plan is unique to his college, or if it is University-wide. A Council member in the same school said chairs and faculty in some departments received a request to submit sample questions, too. A Council member from a different school said the faculty are thinking of doing something similar. A Council member on the undergraduate working group said they have discussed whether to survey on the University-level or the college-level. The concern about doing this at the college-level is the students will get multiple surveys and not complete them.

II. Guest: President Robert A. Brown

President Brown joined the meeting. He thanked the Council for the invitation and said he prepared some remarks, based on the questions that were sent to him in advance. He acknowledged that it is October and we are still a residential University. He recognized that everyone in the meeting and at the University is working under very stressful conditions, both at school and home, and he thanked them for all the work they have done to keep the University going and to keep the students moving forward in their education.

President Brown discussed Covid compliance, testing, tracing and the dashboard. The University has established several layers of compliance protocols: mask wearing, sanitation, social distancing, testing, contact tracing, isolation of those who test positive and quarantine for close contacts. As of October 5, 133 people have tested positive: 103 students (60%/40% undergraduate/graduate), 21 staff, 5 faculty, and 4 affiliates (people who work on campus for someone else, e.g. Aramark). Over half of those positive tests occurred during the move-in period before September. Forty percent of students live on campus and sixty percent live off campus. The positive test rate for the last seven days is .04%, which is approximately 2 cases per day. The facilities set aside for isolation and quarantine have not been used much, so the University has opened those facilities to house students who live off campus and need to isolate or quarantine. There is a high level of cooperation with the contact tracing protocols; those who test positive average about three close contacts per case. Those close contacts are put into quarantine and their testing regimen continues. There is not much national data about how many close contacts test positive. As of now, fewer than 10% of close contacts contract the virus. This indicates that social distancing and mask wearing effectively contain the virus. The medical working group is doing forensic analysis to trace where people acquire the virus. This can take a few weeks to determine, but a high fraction of infection seems to be introduced from off campus. The transmission rates within the student network are low.

There was a recent news story about a large gathering at Nickerson Field. Twenty students were brought before Judicial Affairs. The event was not a large party. There were several small gatherings

of three or four students, most of them masked. There was one group of more than four underaged students with alcohol. Those students have been sanctioned.

President Brown announced that the University will collect data about LfA from faculty and students. The Undergraduate and Graduate working groups will conduct the survey; members of the Faculty Council will be invited to serve on these working groups. The surveys will be published in a few weeks and remain open into November.

As the semester progresses, the short-term challenge is maintaining a high rate of compliance with the Covid protocols, particularly as the colder weather sets in. There are also compliance issues to address with faculty and staff. After a month of testing and gathering data, the University has adjusted the testing protocols for Category 3. At first, those in Category 3 would only be tested once, upon their first return to campus. This was confusing for those who come to campus periodically and also created a potential gap in the data. Now Category 3 will be tested upon their first return to campus, and once per week for when they are on campus for all or part of a 7-day period. The University will suspend the ID card of a student who does not comply with the protocols. Human Resources has produced compliance reports about faculty and staff, that are sent to the deans and managers. President Brown said he has heard from faculty who do not understand why they have to do the daily attestation on Healthway on the weekend. On the weekends, between 2,000 and 3,000 faculty and staff are on campus, so it is necessary for everyone to complete the attestation. However, some people will forget and with respect to faculty and staff, some leeway can be allowed.

President Brown asked if there were any questions about Covid compliance. There were none. He gave an update about enrollment. Enrollment numbers will be confirmed by October 15. Last April, the University sent surveys to students and projected enrollment numbers. The University projected decreased revenues in enrollment and housing. Based on those projections, they revised the enrollment targets in July and revised the budget. Several memos were sent to the University community during that time. The enrollment will be close to the original April target (97%-98%), 67% of housing is occupied, and it is clear that LfA has worked well. Approximately 60% of students are taking some of their classes in person and 40% are fully remote and not on campus at all. Graduate enrollments vary by program, but fall within the revised targets from July and 80% of the April projection. There is a large fall off of enrollment of international students, due to both Covid and visa issues. Graduate students are a mix of 50% in person and 50% LfA. The graduate enrollment figures include all graduate programs and the Medical campus. Now the working groups and leadership need to plan for the spring semester. The LfA surveys of faculty and students will be an important planning tool. Classes will resume on January 25, 2021, one week later than the original calendar, and there will be no spring break. As in the fall, there will be a longer move-in period for spring to allow time to screen and quarantine students. The testing facilities will be open to faculty a week before classes begin. The leadership still has to make decisions about study abroad travel policies. For now, all plans must assume that there will be no change to the public health risks in the spring semester.

President Brown paused for questions about enrollments. Chair O’Keefe informed him that before he joined the meeting, Council members of several schools and colleges said their units are drafting surveys about LfA. She said it would be better to coordinate this effort, to ensure that faculty and students are not surveyed multiple times. President Brown said he spoke to CAS Dean Sclaroff that morning and agreed that the survey must be a coordinated effort. There will be some University specific questions about dining and housing, as well as questions about behavioral health. Student Health Services has opened telemedicine channels to try to meet the demand. Chair O’Keefe said that it would be helpful if data could be available on issues that are not sensitive to a college or their students, i.e. overall behavioral health data.

A Council member asked a question about the Covid dashboard. He said there is good data about the status and recovery of students who have tested positive and wanted to know more about faculty and staff. President Brown said he did not have the data with him, but there are no severe cases of Covid among the entire population of 133 who tested positive. The cases in the college have been mild. The same Council member asked why the number of inconclusive tests was deleted from the dashboard. President Brown said the Department of Public Health asked all testing centers to stop reporting the inconclusive numbers. The number of inconclusive tests at BU is less as people become familiar with how to administer the test. The Council member asked about compliance data, which is not on the dashboard. President Brown said it is very hard on the staff to collate and publish accurate compliance data to the dashboard daily, so it is reported weekly by BU Today.

From the Zoom chat, a Council member asked if research faculty and staff will not be tested during the winter break. President Brown said a testing facility will remain open during intersession to meet the needs of those on campus. The staff managing the testing facilities are working very hard to ensure that everyone can get a test on demand during the semester. They need a break, too.

Chair O’Keefe noted that the compliance rate of students, faculty, staff and affiliates is 95% and asked how the rate breaks down across the constituencies. President Brown said he did not have the data available, but the biggest challenge was with those in Category 3 because the protocol was unclear. This was addressed in the memo from Provost Morrison and Senior VP Nicksa. Chair O’Keefe said there were a few questions about close contacts. President Brown referenced the data he reported in his remarks and said that the University’s plan follows the CDC guidelines with respect to close contacts, building ventilation, social distancing and masks. He said the data indicate that these measures are working, with less than 10% of close contacts testing positive for the virus.

President Brown gave an update about the University budget. In his letter to the faculty, he reported that the Board of Trustees received a revised budget based on estimates for enrollment and auxiliary revenue and one-time expenses from Covid-19. In July, the Administration took \$250 million out of the budget due to lost revenue and offsetting expense reductions. The new September estimate is approximately in balance. The general reserves will be applied to balancing the budget, which reduces the flexibility of the institution for the year. There remains a great amount of uncertainty for the year with respect to sustaining our enrollments and expenses and whether the campus can be residential. On October 5, the University Provost authorized 47 faculty searches for the Charles River Campus. This is around 50% of the proposed searches; in other years,

around 80% are approved. The approved searches are spread over the CRC schools and colleges and many disciplines. Faculty searches for AY 2020-2021 are on par with our peers. FY22 budget planning will begin this month. This is later than usual, but there was no way to start the planning process until the enrollment numbers were available. President Brown hopes to plan to the normal budget cycle for FY22, with the resumption of retirement contributions and salary raises. Some aspects of the budget will continue to have weakened revenue streams, for example, it is unclear for now when some of the summer programs with high school students can resume. Other uncertainties include the unemployment rate of large industries will affect smaller industries and businesses. Also, international student visas are still frozen. The FY22 budget will have to account for increased need for student financial aid for domestic students. The FY22 budget will be presented to the Board of Trustees in April 2021.

President Brown answered a question that was sent to him prior to the meeting. In July, 200 employees were laid off, or furloughed. Many of the people furloughed work for Events and Conference and FitRec; some of them were hired to work in testing stations. To his knowledge, one academic program was suspended. There were people in the school/college who had wanted to do this for some time.

Chair O'Keefe asked if there were any questions about the budget. There were none. President Brown addressed a question about the strategic plan that was sent to him prior the meeting. BU2030¹ was designed slowly over two years and it is now at the implementation stage. The plan has three foundational elements: excellence as a leading research institution dedicated to high quality undergraduate and graduate education; leverage the interconnections across the University to maximize the impact of what we do; prudent fiscal management that makes the best use of our resources. The plan has five strategic priorities: a vibrant academic experience; research that matters; diversity, equity, and inclusion; community, big yet small; and global engagement. The question asked how the University will integrate major current initiatives like data sciences, into the plan. President Brown said that data sciences initiative began in 2014, with the revision of the previous strategic plan. Data sciences became a strategic priority because of its critical importance in many disciplines. Last year the University approved the Computing and Data Sciences Unit as a faculty-bearing unit with special joint appointments that will link to the schools and colleges. The CDS will be important to realize the foundational goal of excellence in undergraduate and graduate education and in research for a breadth of disciplines and inquiries. For example, the Center for Antiracist Research is working with the Hariri Institute to study race and Covid-19. President Brown said this research does not benefit any one school or college, but can benefit a wide swath of the institution. Building a faculty of data sciences can have a broad impact on the entire University in a way that starting a new discrete program cannot.

Chair O'Keefe asked if there were any questions about strategic planning. A Council member asked if there has been discussion of renovation of classroom buildings as part of the foundational element of excellence in teaching. President Brown said this has been discussed. The windows in the Cram Ferguson buildings were replaced a few years ago, which was a first step to upgrade the

¹ <https://www.bu.edu/plan2020/>

classrooms. It is very expensive to renovate the old buildings. The shell of the building might be wonderful, but modernizing the interior is difficult and costly. Moreover, the University needs additional space to re-locate offices and classrooms during a renovation. When the Computing and Data Sciences building is finished, additional space will be available because faculty, staff and classes will move to CDS. There are no specific plans about renovation on CRC yet because for the last six months, the main focus has been on upgrading the ventilation systems.

Chair O'Keefe opened the discussion to all questions. She stated that a few Council members sent questions about the effect the pandemic has had on women and on faculty with significant childcare responsibilities and asked what the University could do to be more supportive of faculty struggling right now. President Brown agreed that these times are especially hard for people and he said he would bring this up with the Provost. He said the challenge is that the budget is balanced for FY20 and there are no reserves left. He and the Provost are also looking at more ways to support graduate students, too. Some graduate students will not be able to complete their Ph.D. on time because they cannot do field work, or access archives and research materials. Funding is especially limited for graduate students in humanities and social sciences. Nationally, there could be a gap between students who cannot finish their degree and those who cannot begin their graduate education. Some universities are not accepting graduate students in AY21.

A Council member asked President Brown if other universities have had similar level of success in containing Covid-19 on their campuses and whether other institutions have taken a similar or different approach to the problem. President Brown said there are some universities that are doing well, many of them are in Massachusetts. All institutions that are managing it well have testing and tracing protocols and their communities are complying with safety protocols. In Massachusetts, Boston University is the only institution with its own testing facility. The Broad Institute in Cambridge switched one of their big genome lines to testing and can process almost 100,000 tests per day. A number of universities in Massachusetts are trying to set up their own testing centers for spring. Unfortunately, the universities that decided to do randomized testing, instead of surveillance testing, have had higher rates of infection. Outside of New England, schools that are not testing at all are red zones.

A Council member said colleagues were informed that nursing mothers will not qualify for a workplace adjustment for spring 2021. The same Council member said this change placed an undue burden on faculty. President Brown said he was not aware of this change and will look into it.

A Council member asked if institutions that have not invested as much in surveillance testing have seen significant decline in enrollment, or other deep losses in revenue. President Brown said a number of institutions have not shared any information about their budgets because they are waiting to see what happens to enrollment. Other institutions that pivoted to fully remote learning in the summer have seen a decline in enrollment (George Washington University reported a 25% decline this semester.) Many local institutions have not discussed their budgets publicly.

Chair O'Keefe said she received a number of questions about LfA in the Zoom chat. Council members asked about how the University will support improvements to pedagogy as we continue

with the LfA model for spring. President Brown said several working groups (graduate, undergraduate, digital learning) are looking into this and referenced the plan to survey faculty about the LfA model to collect and share best practices.

A Council member asked why the workplace adjustment qualifications changed between fall and spring. Those who received an adjustment in the “other” category, e.g. those with elders or immunocompromised family members at home, also have a difficult time. President Brown said the Administration is trying to give the deans leeway because they have to populate their courses and balance remote versus in-person instruction. He repeated that he was unaware of the adjustment that was made about nursing mothers and other qualifications and will look into it.

A Council member said that some students and teachers have agreed to hold class fully remote because few students are participating in-person. He said there may be pedagogical reasons why fully remote is a better option and asked if the University is making any effort to trace this and understand why this is happening. President Brown said the deans are trying to understand the dynamics of this and said he personally hopes that faculty will give students more time to figure out how they feel and what works best for them. He has met with students and some are testing their own comfort levels with in-person instruction. Some of them report a logistical problem with the in-person and remote blend. If they have in-person and remote classes back to back, they may not have enough time to go home or to their dorm to attend the online class and there are few places on campus where they can set up to participate remotely. Those students are opting for remote participation. President Brown reminded the Council that 67% of the students have returned. They will start to come back if they are invited back, but they can’t if the faculty member moves the course fully remote. It is going to take time for students to find their equilibrium.

A Council member asked how much autonomy faculty have if only one or two people are attending in-person and the rest of the students are remote. President Brown agreed that this arrangement can be difficult from a pedagogical standpoint. The University has given them the option to be in-person or remote. For classes with more international students, or those living in different time zones, it is obvious why in-person attendance is low. Faculty should talk to their students and try to find out why students are choosing not to attend in-person.

III. New business and adjournment

There being no further business, the meeting was adjourned.

Respectfully submitted,

Samantha Khosla

Director