



**Minutes of the Meeting
November 2, 2020**

The Boston University Faculty Council convened on November 2, 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	
	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
X	Chang, Charles	Equity and Inclusion	SPH				
Representatives (R) and Alternates (A)							
X	Alosco, Michael (R)	MED			Iffland, James (A)	CAS	
X	Ampountolas, Apostolos (R)	SHA	X		Jafarzadeh, S. Reza (R)	MED	X
X	Austin, Judy (R)	COM			James, Breehan (A)	CFA	X
	Barbone, Paul, (R)	ENG	X		Joyce, Kathleen (A)	LAW	X
	Bigio, Irving (A)	ENG			Kanno, Yasuko (R)	WCEHD	
X	Brown, Shelley (R)	Sargent	X		Karra, Mahesh (A)	Pardee	
	Byttebier, Stephanie (A)	CGS	X		Kealy, Sean (R)	LAW	X
X	Coffman, Christopher (R)	CGS			Kinraide, Rebecca (R)	CAS	X
X	Coleman, Fadie T. (R)	MED	X		Kirby Jones, Alison (A)	QST	X
	Coppock, Elizabeth (R)	CAS	X		Kong, Celeste (R)	GSDM	
X	Cozier, Yvette (R)	SPH	X		Lahkani, Afsheen (R)	GSDM	
	D'Amato, Laura (A)	LAW	X		Leahey, Kristin (R)	CFA	
	Decosimo, David (R)	STH	X		Lee, Elaine (R)	MED	X
X	DeNatale, Doug (A)	MET	X		Legg, Mark (A)	SHA	
	Desilets, Sean (A)	CAS	X		Leider, Christine (R)	WCEHD	
X	DeVoe, Ellen (A)	SSW			Lindsey, Kate (R)	CFA	X
X	Dobbs, Christina (A)	WCEHD			Liu, Chunyu (A)	SPH	X
X	Dutta-Koehler, Madhu (R)	MET			Loechler, Edward (A)	CAS	X
X	Fabian, Patricia (A)	SPH	X		Lumpkin, Williams (R)	CFA	X
X	Feng, Hui (R)	MED			Lunze, Karsten (R)	MED	X
X	Field, Thomas (R)	MED	X		Lynch, Shawn (A)	CGS	X
X	Fincke, Mary Elizabeth	CELOP	X		Mako, Shamiran (R)	Pardee	X
X	Furman, Jeff (R)	QST			Manglos-Weber, Nicolette (A)	STH	
X	Gavornik, Jeffrey (R)	CAS	X		McKeen, Bill (A)	COM	X
X	Genovese, Salvatore (A)	CGS			Merzbacher, Charles (R)	COM	X
X	Gopalan, Srikanth (R)	ENG	X		Metheny, Karen (A)	MET	X
X	Griffin, Sue (R)	CAS			Miller, Margo (A)	CELOP	X
	Hopper, Clay (A)	CFA			Mochida, Yoshiyuki (A)	GSDM	X
	Huckle, Nicholas (A)	CAS	X		Muroff, Jordana (R)	SSW	X
X	Hughes, Jeffrey (R)	CAS			Mustafa-Kutana, Suleiman (R)	MED	

Guests: Luz Lopez, Clinical Professor, SSW; Maureen O'Rourke, Associate Provost for Faculty Affairs; Christine Collins, Associate General Counsel

I. Chair's Report

Chair O'Keefe opened the meeting by noting that it was an off-cycle meeting to avoid any conflict with Election Day. At the last meeting, Chair O'Keefe reported that the Administration honored her request to seat Faculty Council members on the Covid-19 recovery working groups. She thanked those who agreed to join the groups, noting that this is additional service at a time when everyone is pressed for time. The recovery groups are planning for next semester and it is important to ensure that faculty perspectives are heard.

II. University Working Groups

a. Undergraduate Programs: D. Lynn O'Brien Hallstein

Prof. Hallstein informed the Council that she joined the Undergraduate Programs Working Group in June. The working group serves in an advisory role for issues related to undergraduate programs. Its recommendations are submitted to the Augmented Budget Committee (ABC). Suzanne Kennedy, Associate Provost ad interim for Undergraduate Education; David Carballo, Assistant Provost for BU Hub; Mark Johnson, Assistant Provost for Undergraduate Advising; Chris Paal, the University Registrar; and Willis Wang, Vice President & Associate Provost for Global Programs also serve on the working group. Kabrina Chang, Clinical Associate Professor of Business Law and Ethics, Questrom; and Elizabeth Co, Program Director, Human Physiology and Clinical Assistant Professor, Department of Health Sciences, Sargent, recently joined the group.

During the summer, the working group focused on the implementation of Learn from Anywhere (LfA) and the FAQ page for LfA.¹ This fall, the working group made recommendations to the Provost about the spring calendar and considered issues related to LfA that came up across the different working groups. Chris Dellarocas, Associate Provost for Digital Learning, met with them to discuss the design and rollout of a faculty survey about LfA. The group is gathering information about LfA to submit a report and recommendations to the ABC. The working group is discussing how to encourage more in-person participation from students and met with the student advisory group to hear about their experience of the fall semester. The working group is talking with the remote teaching committee and the Center for Teaching and Learning to gather information about LfA to develop best practices and address problems. The faculty survey about LfA will provide important data and Professor Hallstein asked the Council members to complete the survey, if they have not done so already. Chair O'Keefe asked when the survey results will be available. Professor Hallstein said she was not sure whether the working group

¹ <https://digital.bu.edu/lfa-faqs/>

would collaborate with the Office of Institutional Research to collate the survey, but hoped the results will be available later in November.

b. Graduate Programs: Kimberly A.S. Howard

Prof. Howard joined on the Graduate and Professional Programs Working Group in June. The other committee members are: Daniel Kleinman, Associate Provost for Graduate Affairs; David Carter, Assistant Provost for Graduate Enrollment; Joe Grossi, Assistant VP for Budget and Planning; Laura Jenks, Chief of Staff, Office of the Provost; Jeanne Kelly, Managing Director, ISSO Global Programs; Joanne Thomas, Director of Master's Marketing and Enrollment, GRS; Sol Eisenberg, Senior Associate Dean, ENG. Their work has been similar to the Undergraduate Working Group. In July, the working group drafted recommendations for a policy to support graduate students in the event they contract Covid-19. The undergraduate and graduate working groups have met jointly to study LfA to recommend improvements for spring. The faculty survey will be an important source of data for the graduate working group, too.

The working group met with the graduate student advisory board to learn about their experiences of LfA. The graduate student advisory board reported that graduate students realize the necessity of LfA and recognize that it is not optimal, but it is acceptable. Like undergraduates, graduate students report they need space on campus to sit and participate in remote classes for days when they have both remote and in-person classes. The University has developed an app for students to find study space. The graduate student advisory board also reported that first year graduate students are finding it difficult to connect with their peers and they would like support for smaller social interactions, both online and in-person.

Prof. Howard invited the Council to contact her if they have feedback on models for graduate teaching that they have found particularly effective in LfA.

Chair O'Keefe asked if there were questions. A Council member asked if the Undergraduate and Graduate Working Groups have discussed attrition of student in-person attendance, or of faculty attrition in-person teaching. He has heard, anecdotally, from his students that there is little in-class attendance and asked whether this will factor into planning for the spring 2021.

Prof. Hallstein answered that the Undergraduate Working Group is looking into this and meeting with students to learn about their experience. So far, the working group has had speculative discussions about this issue, but they do not have evidence or feedback yet. The student survey asks about this and the working group is eager to see that data and make recommendations to improve the student in-person classroom experience. From the working group's conversations with students, study space on campus is an issue for undergraduates, as well as graduates.

Prof. Howard said that, on the graduate level, this has not been raised as much of an issue as it has been for undergraduates. Graduate students report that they like having the flexibility to select in-person or remote participation as most of them live off campus. They can decide when and how to commute to campus.

A Council member said the School of Law has a reservation system for every seat in the building, so students can plan their day with in-class or remote attendance accordingly and have a safe place to study in between classes.

Another Council member said the faculty in her school report that the students are not attending in-person and the faculty are teaching in-person in an empty classroom. At the start of the semester, only 2%-5% of the students came to class.

A Council member noted the lack of faculty representation on the Graduate Working Group and asked if they are talking to directors of graduate studies. In his unit, the directors are actively polling students and meet with them regularly and they will have a great deal of information and insight to provide to the Working Group. Prof. Howard said the Associate Provost for Graduate Affairs is talking to directors of various programs, but she has no further information at the moment.

A Council member said he teaches a class of 200 students and about 75 to 100 attend in-person weekly. He has actively encouraged them to come to class and it seems to be effective. Those who come, seem to appreciate being there. In-person attendance will depend on where a student lives, how they commute, and their other classes. He asked whether, for the students living in Boston, does it matter to them if they are in-person, or attending remotely from their off-campus housing. Perhaps they feel like they still get the benefit of living in the city, even if they are not attending class in-person. He asked whether the working groups know if students will remain on, or near, campus in spring 2021, and if they are happy with the status quo.

Prof. Hallstein reported that the students think of the campus experience more broadly. Students value living in the dorms with other students, or living among other students in general, as an important part of the residential experience. The Undergraduate Working Group has heard that in-person attendance varies widely among programs. Some have little to no attendance and others report that students are in-person regularly.

Director Khosla said that a question was posted in the Zoom chat that asked what percentage of graduate students have asked about meeting space on campus. Prof. Howard said the graduate student advisory board reported this from among people in the members' network, but she did not have data to answer what percentage reported this issue.

c. Research: Fadie Thomas Coleman

Prof. Coleman joined the Research Working Group in June. The other members are: Gloria Waters, Associate Provost for Research; Diane Lindquist, Director of Health Privacy and Compliance, Office of Research; Kevin Gonzales, Director of Operations, Kilichand Center for Life Sciences; Emma Bonanomi, Director of Communications, Office of Research; Michael Sorenson, Professor of Biology, CAS; Linda Martin, Associate Vice President, Office of Research; and Andrew Taylor, Associate Dean, School of Medicine. Last spring, the laboratories were closed. Initially, the working group focused on establishing a strategy and process to get the laboratories functioning in an efficient manner, which including supporting investigators to figure out how to schedule operations in the laboratories to maintain social

distancing and follow Covid compliance guidelines. The laboratories were re-opened in stages: 25% of the laboratories opened first, and then the rest gradually.

After the laboratories re-opened, the Research Working Group shifted its focus to the testing categories for faculty, staff and students. There was some initial confusion, particularly for Category 3, and the Working Group is talking about how to improve communications so people have a clear understanding of their testing category and what they need to do. Also, the Working Group is collaborating with the Office of Environmental Health and Safety to visit laboratories to ensure they are in compliance with the safety regulations.

In addition, Prof. Coleman reported that the Working Group is developing guidelines to manage visitors to campus who are not part of the University community. It is also discussing human subject research and how to help investigators work with the Institutional Review Board to clarify what is permitted for Covid compliance.

d. Medical Advisory: Eileen O'Keefe

Chair O'Keefe joined the Medical Advisory Working Group this fall. Judy Platt, Director of Student Health Services, leads the Group. Additional members are: Judith Sandomato, Deputy Chief of Staff, Office of the President; Carrie Landa, Associate Clinical Director SHS Behavioral Medicine, Office of the Provost Budget and Planning Office; Brent Hamula, Director of Healthcare Operations, Office of the Provost; and Davidson Hamer, Professor of Global Health, SPH; and Anne Zaia, Director of Occupational Health. The Working Group meets weekly and reviews the data about BU's Covid compliance, campus testing, number of people in isolation or quarantine, and contact tracing. It also reviews the Covid data for the surrounding neighborhoods in Boston. Based on the data and updated information on COVID infection spread, the Working Group makes recommendations to the Administration. She noted that there was a spike in the infection rate, particularly in student cases, around move-in period and the Columbus Day holiday, when there was an increase in social gatherings. The Working Group is discussing how to plan for the Thanksgiving holiday.

The Working Group responded to a few issues of concern for faculty. Faculty have asked why nursing mothers, and faculty with certain conditions did not appear to be included in the special group when applying to Human Resources for a workplace accommodation for the spring semester. The medical conditions on the workplace accommodations list are set by the Centers for Disease Control. Faculty and staff requests for accommodations that meet the CDC criteria for medical conditions, or requests for people 65 years of age or older before April 1, 2021 are submitted to Human Resources. Faculty may request accommodation for reasons not captured by the CDC criteria; those requests are submitted to the Dean of the faculty member's School or College.

The Working Group revised the requirements for daily attestation on the Healthway site in response to complaints from faculty and staff. Going forward, employees are required to complete the attestation on weekdays and on any weekend when they come to campus. Employees are not required to complete the attestation on the weekend if they are not going to be on campus. The Working Group revised the testing protocol for Category 3 to address some confusion earlier in the semester. On

November 2, the University Provost and Senior Vice President sent all employees a memo with a link to the “Back to On-Campus Work, Phase 4 Guide.”²

The Working Group has been asked by the Administration to think about appropriate corrective actions for employees who are out of compliance with the regulations, particularly with the testing protocols. The primary goal is for employees to be in compliance; nobody wants to take corrective against faculty or staff. The success of the fall semester thus far has been due to faculty and staff who are willing to come to campus. However, from a public health perspective, it is a serious problem if someone is routinely not getting tested.

The Working Group also receives feedback from students who have been in isolation and quarantine. The students said that it is difficult and lonely for students to be isolated for two weeks, so the number of check-ins have been increased to try to help.

Chair O’Keefe asked if there were questions. A Council member said the faculty in his college received a letter from their dean about the consequences of not complying with the Covid protocols. Faculty found the tone of the letter alternately harsh and confusing. The Council member reported that the letter from his dean stated that there is a reprimand for failure to complete three attestations on Healthway. The same Council member asked if there are consequences for the University if it fails to send the daily reminders for attestation. Chair O’Keefe said the reported content of the letter would conflict with the Administration’s compliance standards.³ Chair O’Keefe said if faculty are unable to complete an attestation or schedule a test, then they need to communicate proactively with their dean. The Council said he will forward his letter to the Chair.

III. Antiracism Working Group: Luz Lopez

Luz Lopez is the Faculty Council representative for the Antiracism Working Group convened by President Brown in September 2020. This will be a standing committee that will report to President Brown, led by Andrea Taylor, Senior Diversity Officer. The Working Group has been charged to examine systematically policies and practices across the University through the lens of equity and inclusion and to make recommendations to the senior leadership to address issues of systematic racism in the University community. The goal of the Working Group is to create a “thrilling, diverse, and inclusive environment for excellence in teaching and research.” The Working Group has representatives from CRC and MED campuses and will collaborate with Vice President and Associate Provost for Community and Inclusion and with the Center for Antiracist Research. The Working Group will review current University-level policies first. Chair O’Keefe asked if they plan to review the Faculty Handbook, too. Prof. Lopez was not sure what policies they will review first, but their charge is to review policies across the University. Chair O’Keefe asked if there were any questions. There were none.

² <https://www.bu.edu/provost/2020/11/02/back-to-on-campus-work-phase-4-guide/>

³ <https://www.bu.edu/hr/covid-19-safety-and-health-compliance-protocol/>

IV. Administrative Policies Committee: Leslie Will

Leslie Will, as Chair of the Faculty Council Administrative Policies Committee, sits on the committee to review MyCV, led by Steve Marois, Director of Faculty Actions, Office of the Provost. The MyCV Committee met during the summer. There have been improvements to the faculty annual report and the Committee is working with the vendor to test these changes. The upgrade should be implemented by January 2021. The faculty annual report will automatically upload all eligible activities that are in MyCV. Liaisons will be trained to provide remote technical support for faculty. Going forward, the Committee will also review the assessment modules and work with volunteers on design and testing for further improvements. A Council member asked if the Committee is only discussing upgrades and improvements to MyCV, or have they considered discontinuing it altogether. He asked if there is a reason why MyCV is needed or essential, as many faculty do not think it is. Chair O'Keefe said this is a good question. In a presentation to Faculty Council last year, the Council was told that MyCV has some interaction with or implications for Open Access. Committee Chair Will said she will share this question with the MyCV Committee.

V. Faculty Personal & Family Leave Policies: Maureen O'Rourke & Christine Collins

Associate Provost for Faculty Affairs Maureen O'Rourke and Associate General Counsel Christine Collins joined the meeting to discuss changes to the faculty personal and family leave policies. AP O'Rourke explained that some proposed changes to the Faculty Handbook have been submitted to eDAAP to bring the University into compliance with the Massachusetts Paid Family Leave Medical Act (PFML), enacted in 2018. The University is required to make the changes effective by January 1, 2021. AP O'Rourke said the Commonwealth was slow to issue regulations about implementation of the PFML, which is why the policy was not revised sooner. Also, the University applied for an exemption under the PFML to provide a qualifying private plan, allowable by statute, that will provide benefits equal to or greater than the PFML. The University's approach has been to retain the benefits that are more generous, add the benefits required by the PFML, simplify the Handbook language, and ensure accurate and efficient administration of the system. As of January 1, 2021, a third party vendor will process all leaves for BU employees, including faculty leaves.

AP O'Rourke outlined some of the new features and changes to the policies. The policy removes prerequisites (time/length of service) to receive the benefits and adds a new benefit of paid family leave to care for family members that was formerly unpaid under the Family Medical Leave Act (FMLA). Faculty are now eligible to receive the benefit upon hire. The Primary Caregiver Workload Reduction Policy has been replaced with bonding leave, i.e. there primary caregiver requirement has been eliminated. There is no limit on the number of times faculty are eligible for the leave; currently the policy limits faculty to three workload reductions. Faculty members who are partners may take leave

concurrently and may be taken when needed (in consecutive weeks), or in increments. This policy also covers research faculty; the current policy does not.

The overall goal of the new policies is to provide better benefits for personal medical leave and for family leave. Personal medical leave will replace the current temporary disability policy. The new policy permits, with medical documentation, up to 26 weeks of paid leave of base salary, with no salary cap; faculty are eligible upon employment (not based on years of service or a financial eligibility threshold), and maybe used when necessary for personal medical conditions.

AP O'Rourke explained how the new policy affects the current childbirth leave policy. The University will retain the current policy of 6 weeks of paid leave of base salary after childbirth and, with medical documentation, up to 26 additional weeks of paid Personal Medical Leave using the base salary, with no cap.

The Personal Family Medical Leave policy will up to 12 weeks of paid leave of the base salary with no salary cap. Medical documentation is required. Faculty are eligible for this benefit upon employment. The policy allows for a broader group of family members with medical conditions and acknowledges broader range of family arrangements.

The policy that is currently called the Paid Workload Reduction has been revised to pay 100% of base salary, up to one full semester, or 14 consecutive weeks of relief, or two consecutive semesters or 28 consecutive weeks of half relief from all work obligations: teaching, service and research. This policy covers all faculty, including research faculty who were previously excluded from the benefit. Faculty are eligible for the benefit upon employment. The workload reduction must be completed within 16 months after the triggering event and there is no limit to the number of times this benefit may be used.

The policy related to Military Service will provide up to 12 or 26 weeks of paid leave of base salary, with no salary cap, depending on the need for the leave. Documentation is required. Faculty are eligible for the benefit upon employment. The benefit may be used to military-service related needs or to care for immediate family members with conditions related to military service.

Chair O'Keefe thanked AP O'Rourke for her presentation and asked if there was anything to add. Associate General Counsel Collins stressed that the Primary Caregiver Workload Reduction policy now includes research faculty, which is a major change. The PFML requires benefits to be provided to all employees, so this brings research faculty into parity with the instructional faculty. Another big change is the expansion of family leave to include elderly relatives.

Chair O'Keefe asked if there were any questions. A Council member asked if these policies will be voted on at University Council, since these changes are mandated by the Commonwealth. AP O'Rourke recognized that, while the University Council does not vote whether to comply with the law, they will present these policies to University Council in November. The University is required by law to send notice of benefits changes to employees by December 1. Chair O'Keefe read a question posted in the Zoom chat. A Council member asked if these policies apply to faculty only, or to staff as well. AP O'Rourke said these policies apply only to faculty who are covered by the Faculty Handbook. All staff are not included. Benefits for unionized faculty are defined by their collective bargaining agreement.

A Council member commented that the BUMC clinical faculty on the Medical campus will not be covered by this policy. They will develop their own policies to comply with the PFML.

VI. New Business and Adjournment

Chair O'Keefe reiterated that she will share the feedback about testing and attestation with the Medical Advisory Working Group. Director Khosla said that there was a request in the Zoom chat during the discussion about testing and attestation to share the letter under discussion. She explained that she did not have the letter and had not received anything about this. The Council member seemed to indicate in his remarks that the letter had come from his dean. The Director asked whether faculty are getting letters from the same office, or are faculty receiving inconsistent information from more than one source. A Council member from a different school/college reported that the letter she received from her dean reported the compliance standards outlined by the Provost and Senior Vice President.

A Council member said she is in charge of monitoring compliance for her school/college. Human Resources sends compliance notices to managers daily and the emphasis is on testing compliance, not the health screening compliance. The main concern is if people miss several required Covid tests. Another Council member said a colleague received a warning about testing compliance, but they were not able to book a test within a week, so they were out of compliance. In this circumstance, Chair O'Keefe said if someone knows they will be out of compliance with their testing protocol because they cannot schedule a test, they should notify their manager and they will not be considered out of compliance.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Samantha Khosla

Director