

**BRANDEIS UNIVERSITY
FACULTY SENATE**

Minutes of the Fourth Meeting

8 November 2007

The fourth meeting of the Faculty Senate was held at 2:05 p.m., 8 November 2007, in Rabb's Danielsen Conference Room. Senators present: Marc Brettler (Chair), William Flesch, Seth Fraden, Ira Gessel, David Jacobson, Harry Mairson, Catherine Mann, Richard Parmentier, Govind Sreenivasan, Ilan Troen. Senators absent: Jody Gittell, Eric Hill, Robert Moody, Leonard Muellner, David Rakowski, Malcolm Watson. Guest: Richard Gaskins.

The Faculty Senate met in emergency session to discuss issues relating to the disciplinary actions taken against a faculty member. Professor Richard Gaskins, Chair of the Committee on Faculty Rights and Responsibilities, was invited to attend the meeting. After some discussion, the following Faculty Senate Resolution was unanimously adopted, and the Senate Chair was authorized to read the resolution at the General Faculty Meeting immediately following.

The Faculty Handbook states that the Faculty Senate is responsible for issues of "academic freedom" and "the rights, responsibilities...of faculty members" and "university regulations as they affect faculty." Given this, we are seriously concerned about procedures in a recent case where a faculty member was accused of violating the Brandeis University Non-Discrimination and Harassment Policy. The Human Resources policies stress the importance of resolving such issues in an "informal manner" with "flexible" solutions. Furthermore, the Provost's letter to the professor includes reference to "termination" as a possibility if the professor does not accept the suggested remedies. This violates section VIIC2a of the Faculty Handbook: "When considering suspension or dismissal, the Provost will first consult with the Faculty Senate Council." No such consultation occurred before this letter was delivered.

The Senate recognizes that the faculty and the officers of the University have legal obligations, as well as obligations to protect students. We expect to discuss with the administration issues of mutual concern, including the set of policies governing discrimination and harassment. We also expect Handbook and other university policies, including those relating to the jurisdiction of the Committee on Rights and Responsibilities, to be fully and completely adhered to in all cases.

The meeting was adjourned at 3:00 p.m.