

Minutes of the Brown University Community Council (BUCC) Meeting
Tuesday, November 25, 2014
4:00 p.m. – 5:30 p.m.

Members: President Paxson, Provost Colvin, Russell Carey, Beverly Ledbetter, Reid Cooper, Steven Lubar, Vesna Mitrovic, Don Operario, Anita Shukla, Manuel Contreras, Maahika Srinivasan, Eve Dewan, Sveta Milusheva, Stephen Zins, Liz Rubin, Dawn Goodman, Julianne Hanavan, Frances Mantak, Brendan McNally, Dan DiPrete, and Milisa Galazzi were in attendance. Margaret Klawunn, Marisa Quinn, Paula McNamara, Richard Bungiro, Alex Gourevitch, Susan Harvey, Lily Cohen, Grace Stokan, Jonathan Vu, Dan Ebner, Beverly Larson, Jill Rossi, Emily Maranjian, and Abbot Stranahan were unable to attend.

The minutes of the October 28, 2014 meeting were approved.

Cameron Johnson '17, a member of the Student Labor Alliance (SLA), presented for the Council's consideration and approval, a resolution on outsourcing proposals which was distributed to members in advance of the meeting. The resolution calls for the BUCC to recommend that certain University proposals for outsourcing be presented to the BUCC for review and discussion, and for the BUCC to issue a recommendation on whether the outsourcing should be implemented.

Russell Carey, Executive Vice President for Planning and Policy, then presented the following alternative resolution.

That upon the recommendation of the Student Labor Alliance, the administration bring any significant proposals for outsourcing a University service, activity or operation to the Brown University Community Council for open discussion and debate; and

That as part of the Council's review, the affected constituents or parties be asked to present their thoughts on the outsourcing proposal and its effects on them; and

That at its discretion the Brown University Community Council issue a recommendation on whether or not the outsourcing should be implemented.

Discussion followed the presentation of the two resolutions. Cameron Johnson who presented the SLA resolution commented that the Whereas clauses are important and should be included because they show examples of precedent. Several Council members said it was important for the resolution to be clear and concise. A member of the BUCC said it was important to hear all sides and that he felt uncomfortable making decisions without having the appropriate expertise. He pointed to feeling this way when the BUCC considered a resolution on the Renaissance Hotel labor dispute at its March 2014 meeting.

Following the discussion, the Council voted unanimously to include the SLA resolution in the meeting minutes.

WHEREAS Brown University flourishes when it honors the ideas and contributions of the broadest range of its community, especially its non-administrative staff; and

WHEREAS the best decisions regarding University policy take time to both be crafted well and reflect the synthesis of as many community voices as possible; and

WHEREAS students, workers, and other community members had no involvement in the decision of the University to outsource its Mailroom Services to RICOH USA; and

WHEREAS when students and community members made their voices heard on the issue, it was too late for the outsourcing decision to be reversed; soliciting input before the fact should have been a critical part of the process; and

WHEREAS outsourcing affects the entire community, making it important that proposals are sufficiently deliberated amongst all groups affected by the decision in an open forum such as the Brown University Community Council; and

WHEREAS workers most affected by these decisions are not officially represented on the Council, so community deliberation about outsourcing can allow for the consideration of workers' rights and interests, including the potential worker layoffs and benefit losses; and

WHEREAS discussing and advising on outsourcing initiatives before their implementation is in line with the Council's charge to "consider and advance... issues related to the overall welfare of the University; and to make recommendations regarding any such matters to the appropriate decision-making bodies of the University..."; and

WHEREAS there is precedent in the review and discussion of an outsourcing initiative in the potential 2006 outsourcing of the Brown Bookstore, where the University's Bookstore Review Committee presented its initial findings to the Council in order to receive community input; and

WHEREAS the Bookstore Review Committee recommended that its report of initial findings receive community input and that the decision be discussed in open community meetings before the University go forward with outsourcing the Bookstore; and

WHEREAS the Bookstore Review Committee's ultimate findings showed community support for independence over outsourcing, and that Brown employees value being a part of the University community; and

WHEREAS Elizabeth Huidekoper, Executive Vice President for Finance and Administration, said that the decision to outsource the Mailroom could have been deliberated before the Council; and

WHEREAS additional departments could be at risk of outsourcing, especially given the University's current structural operation deficit,

THEREFORE BE IT RESOLVED the Brown University Community Council recommends that a proposal for outsourcing which could permanently change workers' employment relationship with the University (including but not limited to employment by Brown, benefits, pay, and available working hours) be presented to the Council for review; and

BE IT FURTHER RESOLVED that as part of the Council's review, worker representatives should be asked to present their thoughts on the outsourcing proposal and its effects on them; and

BE IT FURTHER RESOLVED that after the Council reviews and discusses the proposal, it issues a recommendation on whether or not the outsourcing considered should be implemented to the inquiring administrators.

A vote was then taken on whether to consider the resolution from the SLA or the alternative resolution from Russell Carey. By majority vote, the Council considered the alternative resolution which was adopted by majority vote.

Russell Carey and Michele Cyr, Associate Dean for Academic Affairs, Alpert Medical School, gave an update on the work of the Sexual Assault Task Force. The Task Force has been holding weekly two-hour meetings since October 1st. It has formed a Sub-Committee on Graduate and Medical Students and has had two draft interim report work sessions. The Task Force has been holding constituent specific forums and has held and is planning multiple direct outreach events. In December, the Interim Report will be finalized and released. It will include campus culture and norms, near-term recommendations for immediate action and a draft policy for public comment. The Task Force will continue its work in the spring semester and will finalize and release its final report in March.

Jack Hayes, Director of Athletics and Recreation, reviewed the 2014-2019 Athletic Department Strategic Plan which builds on the outcomes of the 2011 Athletic Review. The Review recommended that the University address coaching salary deficits, facility needs, and financial aid matching, all which directly influence competitiveness and success. The Strategic Plan serves as a foundation to formalize goals and objectives, identify areas of strength and areas for improvement, establish priorities, and implement time frames by which particular initiatives are to be accomplished. The recommendations of the Strategic Plan include: enhancing the experience of the students; positioning teams to regularly compete for conference championships; continuing to attract the best student-athletes for Brown; and retaining and investing generated revenues that exceed the annual budgeted amount for a given year.

The next meeting of the Brown University Community Council will be held on Wednesday, February 18, 2015 from 4:00 – 5:30 pm in the Stephen Robert '62 Campus Center, Kasper Multipurpose Room.

Respectfully submitted,

Catherine Pincince
Secretary of the Brown University Community Council

Brown University Community Council

Tuesday, November 25, 2014

4:00 – 5:30 pm

Kasper Multipurpose Room, Stephen Robert '62 Campus Center

Agenda

1. Approval of Minutes of October 28, 2014 Meeting
2. Resolution re Presentation of Outsourcing Proposals
3. Update on the Work of the Sexual Assault Task Force
Russell Carey and Michele Cyr
4. 2014-2019 Athletics Department Strategic Plan
Jack Hayes
5. Open Time for University Community Members to Present Broad Campus Issues to the Council

Sexual Assault Task Force

November 2014 Update

SATF Charge from President Paxson

Our goal is to become a national leader in this area.

Three Primary Areas of Focus:

Sexual Assault Prevention: Are we following best practices for the prevention of sexual assault, and do we have adequate staffing to implement best practices? The Task Force should consider the prevention of sexual assault ***among undergraduate, graduate, and medical students.***

Student Support and Advocacy: Are the resources currently in place to provide support and advocacy for students adequate and consistent with best practices? The Task Force should consider resources made available to ***students who have been victims of sexual assault as well as students against whom complaints are made.***

Policies and Procedures for Sexual Misconduct: The University has established policies and procedures for receiving, investigating and resolving complaints made by students of sexual assault and sexual misconduct. The Task Force shall review these ***policies and procedures,*** assess their effectiveness, and identify areas for improvement consistent with best practice and the University's goal of being a national leader in these matters.

Sexual Assault Task Force Members

Michele Cyr, Associate Dean for Academic Affairs for Biology and Medicine, Co-Chair
Russell Carey, Executive Vice President for Planning and Policy, Co-Chair
Lindsay Orchowski, Assistant Professor of Psychiatry and Human Behavior
James Valles, Professor of Physics
Gretchen Schultz, Professor of French Studies
Jason Sello, Associate Professor of Chemistry
Kirstin Boswell-Ford, Associate University Chaplain
Mary Grace Almandrez, Director, Brown Center for Students of Color and Asst. Dean of the College
Jack Hayes, Director of Athletics and Recreation
Liza Cariaga-Lo, Associate Provost for Academic Development and Diversity
Lauren Stewart '15
Katherine Byron '15
Justice Gaines '16
Yvonne Yu '14.5
Sara Matthiesen 'GS, American Studies
Brooke Lamperd 'GS, History
Erin Wu MD'17

Staff to the Task Force

Francie Mantak, Director of Health Promotion
Michael Grabo, Associate Counsel, Office of the Vice President & General Counsel

Fall Semester Work to Date

Task Force Meetings and Organization

- Weekly Two Hour Meetings Since October 1: 11 Total This Semester
 - Meetings with Faculty, Staff, Students and External Consultants
- Sub-Committee on Graduate and Medical Students, Meeting Regularly
- Two Draft Interim Report Work Sessions

Public Outreach and Forums

- Panel Discussion: Systems for Preventing and Responding to Sexual Assault
- Two Undergraduate Forums – 100+ Attendees Total
- Faculty Staff Forum – 50+ Attendees
- Sub-Committee Planning Graduate and Medical Student Forums

Direct Outreach Events Held and Planned

- Brown Ctr for Students of Color
- Greek Community
- Faculty Executive Committee
- LGBTQ Center
- Residential Peer Leaders
- Sarah Doyle Women's Center
- Black Student Union
- Harambee House
- President's Cabinet
- Administrative Leadership Group
- Student Athlete Representatives

Some Brown Data

Clery – Forcible Sex Offenses Reported by Calendar Year

2011	7
2012	17
2013	21

Student Conduct Board – Sexual Misconduct Hearings by Academic Year

AY	Hearings	Findings & Sanctions
2011-12	4	2 suspensions, 1 probation, 1 not responsible
2012-13	4	2 expulsions, 1 suspension, 1 deferred suspension
2013-14	3	2 suspensions, 1 deferred suspension

Incidents Reported to Coordinator of Sexual Assault Prevention & Advocacy

AY	Incidents Reported	Appointment Load
2011-12	24	79
2012-13	51	165
2013-14	60	213

Next Steps

December 2014

- Finalize and Release Interim Report
 - Campus Culture and Norms
 - Near-Term Recommendations for Immediate Action
 - Draft Policy for Public Comment (If not ready Dec., 1st Day of Spring Semester)

Spring Semester

- Continue Work of Task Force
- Draft Policy and Procedures for Incidents Between Students

March 2015

- Finalize and Release Final Report

Sexual Assault Task Force

November 2014 Update



**Brown University
Athletics Department**

**Strategic Plan
2014-2019**

Brown University Community Council – November 25, 2014

20 | Athletics Review Outcomes

Salary & Equity Distribution

- ❖ Recent coaching hires

Admissions & Financial Aid

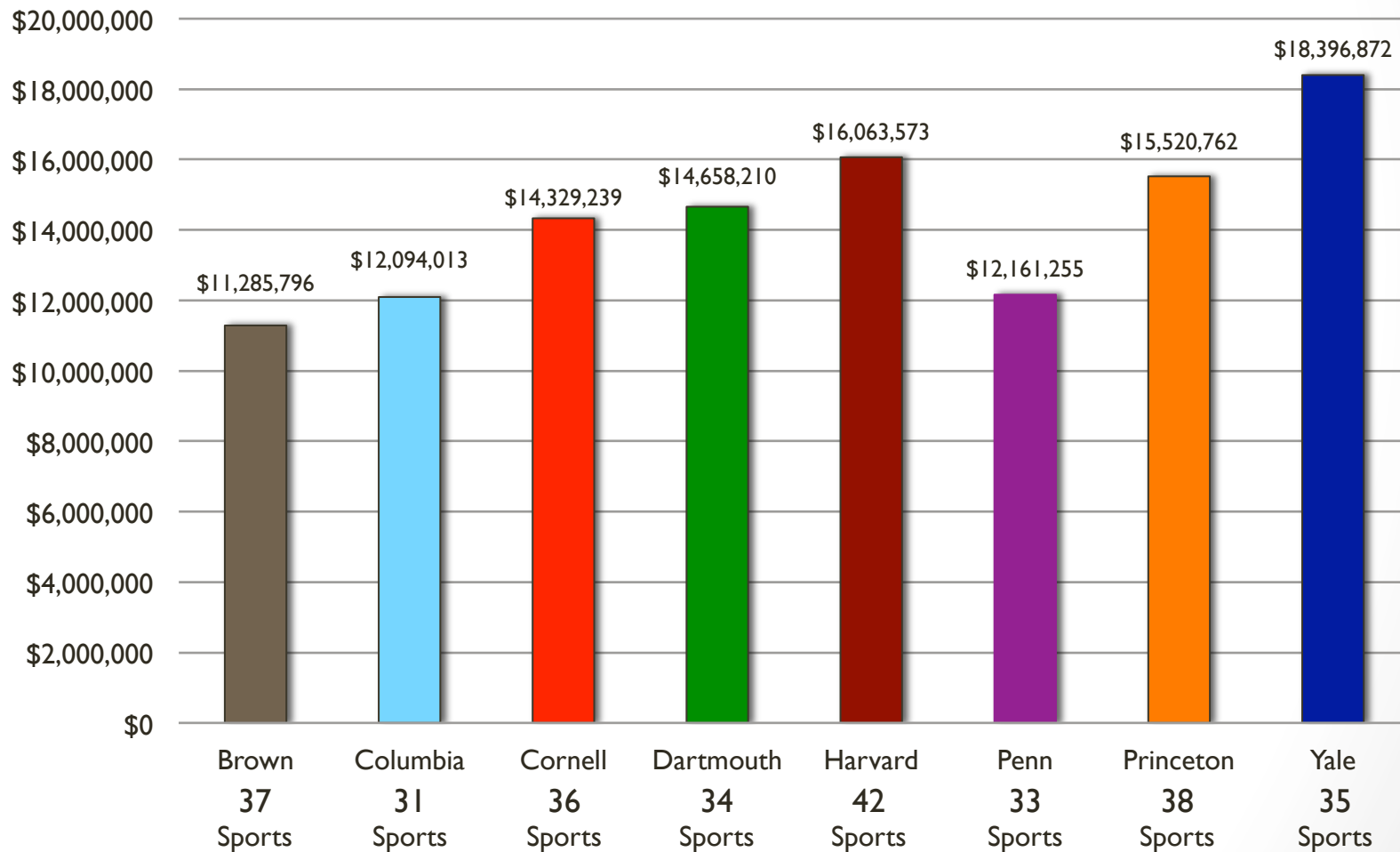
- ❖ Financial Aid matching

Facilities

- ❖ Nelson Fitness Center
- ❖ Katherine Moran Coleman Aquatics Center
- ❖ Zucconi Strength & Conditioning Center
- ❖ Goldberger Family Field
- ❖ Stevenson Field
- ❖ Pizzitola Sports Center Locker Room & Training Room Renovation

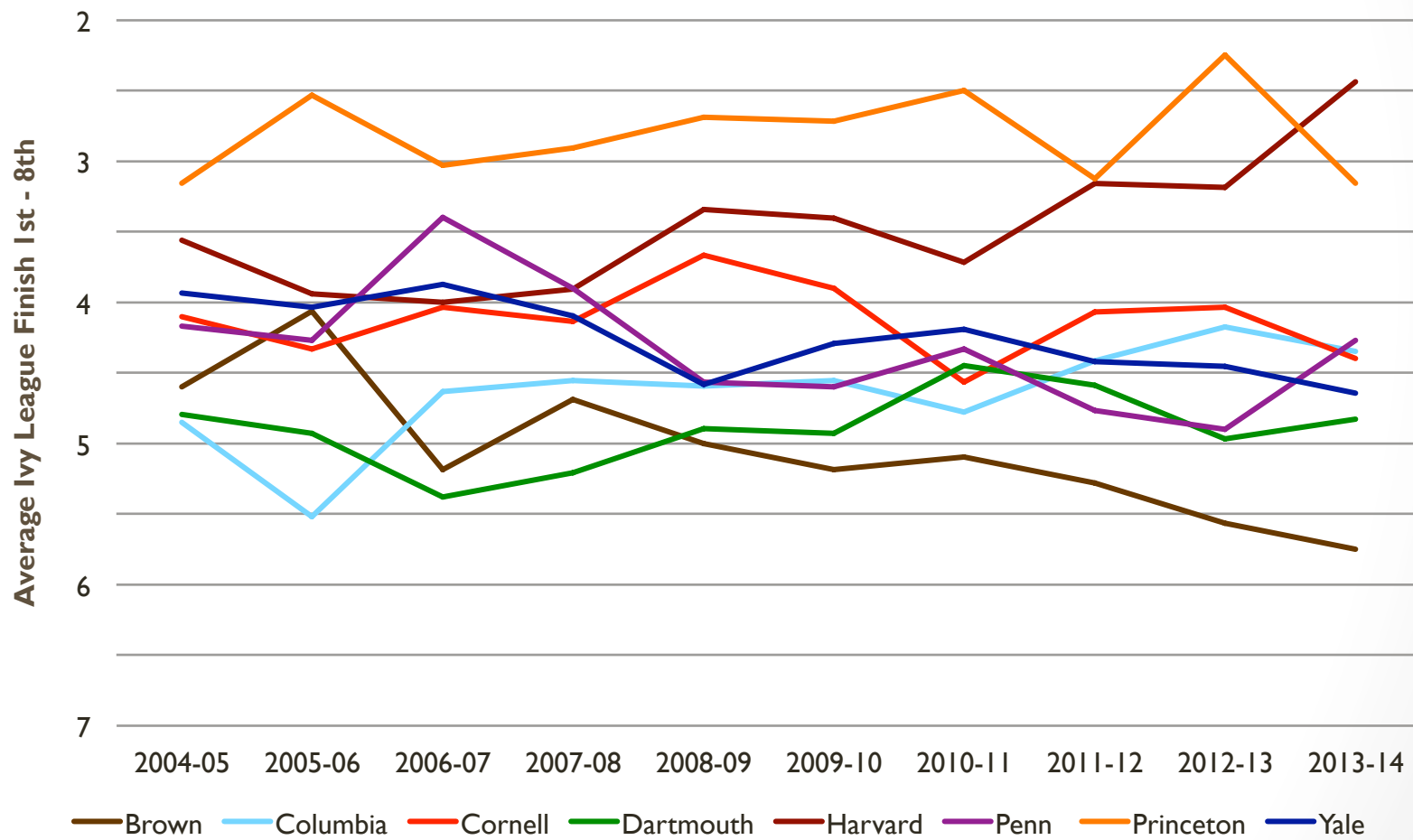
Ivy League Expenses

FY13 Total Expenses Directly Related to Intercollegiate Sports
(Coaches' Salaries, Equipment, Game Day Operations, Recruiting, Team Travel)



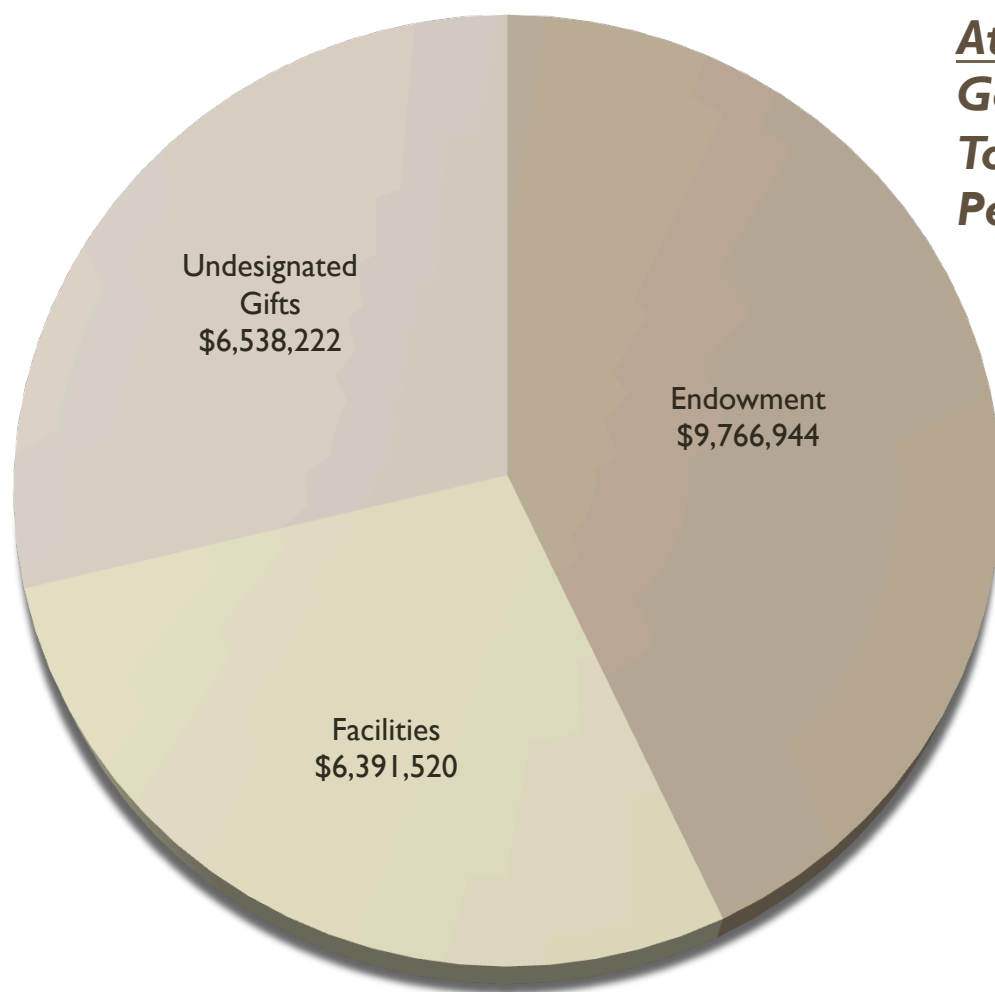
Competitiveness

Average Ivy League Finish - Year-by-Year



Fundraising Summary by Fund

January 2011 – November 24, 2014



Athletics Fundraising Initiative

Goal: \$50,000,000

Total Raised to Date: \$22,696,686

Percent to Goal: 45.39%

***Pending Commitments:** \$4,600,000

Intramurals, Club Sports & Fitness

Intramurals

- ❖ Intramural Sports Council – 7 members
(2 staff members, 4 undergraduate students, 1 graduate student)
- ❖ Fall & Winter 2014-15 – 220 teams (12% increase)

Club Sports

- ❖ Club Sports Council – 31 student leaders
- ❖ 550 participants on 31 teams

Fitness

- ❖ Approximately 70% of undergraduate students utilize athletic facilities
- ❖ Approximately \$220,000 allocated for FY15 Fitness Equipment Renewal

Recommendations

- ❖ Enhance the experience of all students
Varsity, Club, Intramural, Recreation & Fitness;
Invest strategically in intercollegiate programs
- ❖ Position teams to regularly compete for Conference Championships
- ❖ Remain competitive with compensation for coaches and staff
Participate in compensation surveys;
Proactively address non-compliant salaries
- ❖ Continue to attract the best student-athletes for Brown
Leverage competitive financial aid packages
- ❖ Retain and reinvest generated revenues that exceed the annual budgeted amount for a given fiscal year
Become more self-supporting