

Minutes of the Brown University Community Council (BUCC) Meeting
Tuesday, October 9, 2018
4:00 – 5:30 p.m.

Members: President Paxson, Provost Locke, Russell Carey, Cass Cliatt, Erin DeBobes, Eric Estes, Matthew Harrison, Alla Hassan, Justin Izzo, Evelyn Lincoln, Matthew McGarrell, Shipra Vaishnava, Claire Heiden, Rachael Schmidt, Shanze Tahir, Nathan Blouin, Alastair Tulloch, Peter Mattson, Chloe Zimmerman, Shayna Kessel, Aixa Kidd, Joanne McEvoy, Linda Welsh, Olajumoke Akinsulire, Lauren Allister, Thanos Chaltas were in attendance. Kayla Rosen, Sarah Besky, Rachel Cassidy, Jung-Eun Lee, Jee Won Kang, Anuj Krishnamurthy, Robert Kashow, Michelle Nuey, and Guy Sanchez were unable to attend.

President Paxson began the meeting by reviewing recently appointed senior administrators: Rashid Zia, Dean of the College; Amanda Bailey, Vice President for Human Resources; and Eileen Goldgeier, Vice President and General Counsel. She then provided updates on sustainability efforts, the Office of Institutional Equity and Diversity (OIED), the Operational Plan for Building on Brown's Excellence, upcoming surveys, and campus buildings. Work to determine the technological feasibility, financial costs, and potential target date for a goal of zero net emissions is on-going. The OIED is nearly fully staffed for Title IX and diversity and inclusion initiatives. Surveys on climate, student health, and Title IX will be conducted during the next several months. Over the summer, the Operational Plan was revised to realign and sharpen fundraising priorities and goals. Friedman Hall (formerly Wilson Hall) and Page-Robinson Hall (formerly J. Walter Wilson) have been newly renamed. 164 Angell Street (formerly Brown Office Building), Nicholson House and Maddock Alumni Center are undergoing renovations. The new Watson Institute building which is near completion is one of several new construction projects.

President Paxson next provided an overview of Brown's recent accreditation by the New England Commission of Higher Education (NECHE). Included in the accreditation process were a self-study, campus visit by and report from an external evaluation team, final meeting with NECHE attended by President Paxson, and letter from NECHE stating Brown's continued accreditation. The report from the external evaluation team praised Brown for its mission being widely understood and agreed upon, commitment to research that is integrated into excellence in teaching, undergraduate program, community strength, operational excellence, and focus on evaluation and strong ethos of transparency and shared governance. The report suggested improvements in the areas of tenure, Ph.D. programs, finances, and research integration.

Provost Locke gave an update on graduate student unionization. As background he reviewed the August 2016 National Labor Relations Board ruling that graduate students at private colleges and universities who serve as teaching or research assistants are employees with the right to decide whether or not to unionize. The University views teaching and research as integral to graduate education and that graduate students are students, and not employees. Brown believes that a determination regarding unionization is a decision that is ultimately for graduate students to make, and its foremost priority is to ensure that students are empowered with the facts, and that the full graduate student body participates in making an informed decision that will affect all graduate students. In late June 2018, Brown entered into a pre-

election agreement with the campus based union group Stand Up for Graduate Student Employees (SUGSE). The agreement outlines guiding principles, voter eligibility, conduct rules, and operating procedures. The University's "Be Informed" website provides a range of information for graduate students on unionization and includes Brown-related resources.

Vanessa Britto, Assistant Vice President and Executive Director of Health and Wellness, discussed the planning for the new Health and Wellness Center and Residence Hall. The new facility will house Health Services, Counseling and Psychological Services, Be Well Promotion, and Emergency Medical Services. The planning process has included foundational work such as: developing identity as an integrated health and wellness team; refining departmental and shared program goals, and considering how integration into a single space will offer opportunities for innovation. Next steps include architect selection and ongoing staff, student, and community input. The goal is to complete the new facility in fall 2021.

During the time set aside at the end of each meeting for community members to present issues, President Paxson asked for ideas for future meeting topics. The integration of gender inclusive restrooms into residential housing was suggested for a future topic. Provost Locke suggested a review on the cultural competency resources and training available at Brown as follow up to a question about the cultural competency resources and training currently available and planned for health services.

The next meeting of the Brown University Community Council will be held on Tuesday, November 13 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, October 9, 2018
4:00 – 5:30 pm
Stephen Robert '62 Campus Center, Kasper Multipurpose Room

Agenda

1. Welcome and Introductions
President Paxson
2. Updates from the President and NECHE Accreditation Report
President Paxson
3. Update on Graduate School Unionization
Provost Locke
4. Health and Wellness Planning
Vanessa Britto
5. Open Time for University Community Members to Present Broad Campus Issues to the Council



BROWN

Office of the Provost

Unionization Update

Brown University Community Council

Richard M. Locke

October 9, 2018

Graduate Student Unionization Update

- **Reminder: 2016 NLRB Decision**
- **Brown's position**
- **June 21, 2018 Pre-election Agreement**
- **FERPA notice**
- **“Be Informed” website (brown.edu/go/be-informed)**



Be Informed – Graduate Student Unionization

Graduate Education at Brown

Brown University has an ongoing commitment to strengthening support for and engagement with graduate students on campus. Graduate education has been central to Brown's mission for more than a century. We believe that the teaching and research our students undertake are integral to a graduate education.

Pre-election Agreement

- Outlines guiding principles, voter eligibility and operating procedures should Brown receive an election petition
- **Eligibility:** Approx. 1200 doctoral and master's students who serve as TAs, RAs and/or in proctorships during the semester in which an election is held, or in one of the two semesters immediately preceding the semester in which the election takes place
- American Arbitration Association oversees using NLRB rules & regulations

Resources: Faculty Conduct Guideline

GRADUATE STUDENT UNIONIZATION: CONDUCT GUIDELINES (AUGUST 2018)

As graduate students at Brown consider whether or not unionization is in their best interest, it is important to note that the National Labor Relations Board (NLRB) has strict guidelines for university and labor union officials that must be adhered to during organizing campaigns and elections. In particular, individuals considered supervisors are required to follow these guidelines. These include members of the faculty, deans, department chairs and directors of centers, institutes and schools.

What follows is guidance for University faculty, deans and other academic leaders to ensure we both comply with the law and promote a climate that upholds our principles of academic freedom and freedom of expression.

GUIDANCE

Permitted Activities

Maintain Academic Relationship: Faculty should continue to maintain their scholarly relationships with students, engaging in teaching, research and advising, as well as monitoring and promoting academic progress.

Personal Opinions: Faculty are free to have and express their personal opinions about unionization. However, it must be made clear that these opinions and points of view are personal, and not necessarily shared on behalf of a department, center, school, institute or the University.

Share the Facts: Students may request information as they consider their positions on unionization, such as information about stipends, benefits and policies. If you know the information requested, please share it. If you do not, direct the student to resources (brown.edu/academics/gradschool/about) or to individuals who can provide the information, including to the Graduate School at graduate_school@brown.edu. (If students ask for speculation about potential details of a collective bargaining agreement, please note that that specifics would emerge through negotiations, which would occur after a representation election takes place and the union has won.)

Promote Participation: It is acceptable to encourage students to learn about the issues and to vote should an election be held. The decision of whether a union will represent the petitioned-for students will be decided by the majority of those voting, so it is important for all eligible voters to exercise their right to vote. At some other universities, small election turnout has resulted in a small percentage of students making the unionization decision for all students, a decision that may stand into the future and is not easily reversed.

Prohibited Activities

Coercion: While faculty are free to have personal opinions and positions, these should not be executed in a coercive manner.

Interrogation: Do not ask students their position on unionization, if they have signed an authorization card to support the union,

if they know of others who have a particular stance or for the names of individuals associated with the union/union leadership. Do not ask for information about the organizational structure of a union or what transpired at union meetings. It is acceptable to listen if a student volunteers this information, without probing for additional details.

Threats and Intimidation: Threats and intimidation have no place at Brown and are strictly prohibited in all contexts, including unionization. Threats to a student's status or conditions as a means to influence a student's position, opinion or actions related to unionization (or any other issue) are not permitted. Implied threats are also prohibited, such as speculating on the outcome or implications of collective bargaining.

Punishment and Rewards: Do not threaten adverse consequences based on the outcome of an election or a student's individual position or opinion. Likewise, do not reward or promise benefits to students based on the outcome of an election or an individual student's position.

Surveillance: Students must be free to meet, organize and discuss issues related to unionization with the expectation of privacy. It is not permissible to eavesdrop or conduct any type of surveillance.

Deterring Organizing Activities: During their free time, students are free to engage in non-disruptive organizing activities, such as soliciting other students to support or oppose a union. Organizers who are not students are permitted the same access to University premises as other guests and visitors. Organizers may not interfere with or disrupt University business.

Please visit the following NLRB websites for additional guidance for employers:

- **Employer/Union Rights and Obligations**
nrlb.gov/rights-we-protect/employerunion-rights-and-obligations
- **Election-related Content**
nrlb.gov/rights-we-protect/whats-law/employers/election-related-content

For additional information on graduate student unionization at Brown, please visit the "Be Informed" website at brown.edu/go/be-informed



Resources: Incident Report Form



Graduate Student Unionization Incident Report

The University is committed to providing an open, fair and fact-based environment in which graduate students can decide for themselves whether or not unionization is in their best interest. This form is intended to capture any incidents in which a graduate student believes that a University or union representative has acted inappropriately and counter to expectations outlined in the June 21, 2018 [University-Union Pre-election Agreement](#) or the [Faculty Conduct Guidelines](#). All reports will be reviewed by the Union-University Administration Committee, which was established in the Pre-election Agreement and includes representatives from SUGSE/AFT and the University Administration, and is chaired by Provost Richard M. Locke. For questions, contact provost@brown.edu.

Name

Email address

Field of Study

Class Year

Reason for writing

Date and time of reported incident

Location of reported incident

Any additional details

Your name and report will be shared with the Union/University Administration Committee. Do you want your information to be handled confidentially beyond the Committee's review?

Yes, please treat my information as confidential.

No, I do not expect my information to be treated as confidential.

I'm not sure, please contact me to discuss how my information will be used.



Union Management Committee Members

University Administration

- Provost Richard M. Locke, Chair
- Dean of the Graduate School Andrew Campbell
- VP for Human Resources Amanda Bailey
- Provost Chief of Staff Marisa Quinn

SUGSE/AFT

- Dennis Hogan, SUGSE
- Samantha Lash, SUGSE
- Julianne Skarha, SUGSE
- Katie Dalby, AFT

Next steps

- Continue to provide fact-based information to graduate students so they can make informed choices
- Encourage all eligible students to vote if an election is held
- Maintain community



Dues at Unionized Institutions

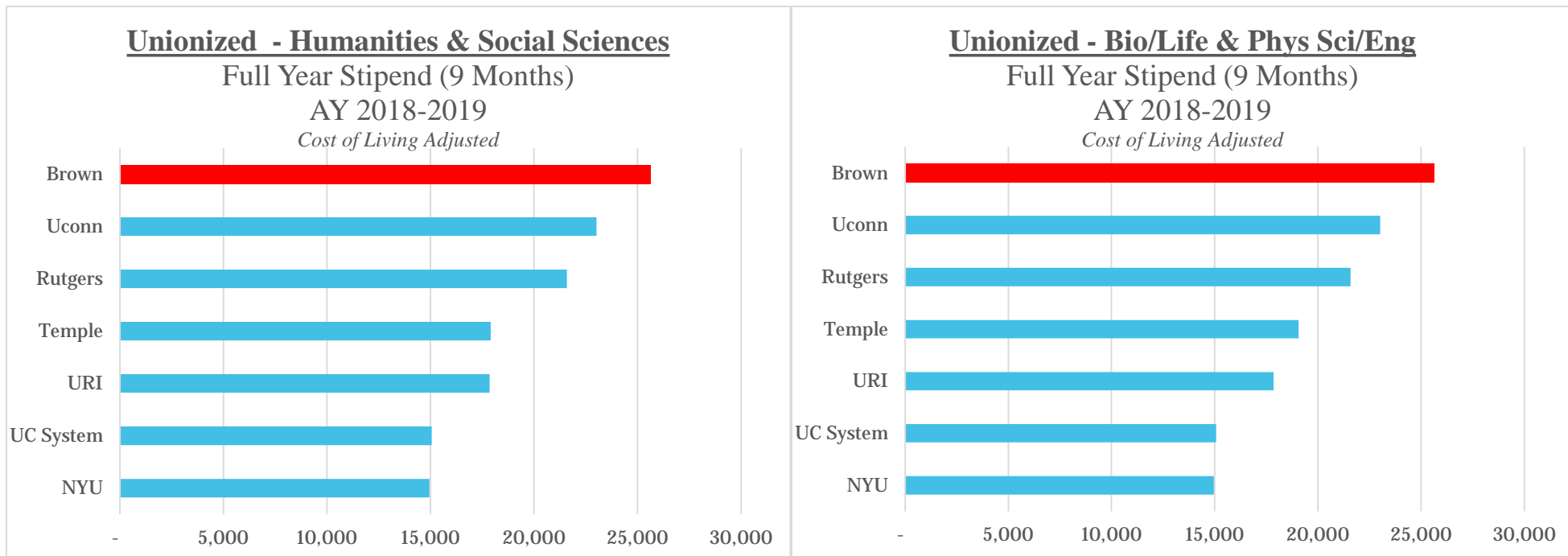
Institutions	Approximate Dues
Michigan	\$348 - \$506/year
Wisconsin	\$432/year
URI	\$142 – \$151/year
Temple	\$360 – \$480/year
NYU	\$548/year
Rutgers	\$156/year
UConn	\$300/year
UC System	\$346 – 403/year

Myth vs. Fact #2

Myth: Brown's stipend is less generous than those at unionized schools.

Fact:

- Brown's stipend is competitive compared to the many institutions that have unionized. (Note: many schools differ in how they report this information in terms of 9 month vs. 12 month.)
- Stipends for doctoral students have increased 60.2 % since 2004-05, from \$16,000 to \$25,635 in 2018-19 (with annual gain ranges from 2.5 % to 6.25 %).



Increases over 10 years (includes health & dental benefits)

Brown University Doctoral Education and Student Support



GRADUATE STUDENT SUPPORT*

\$33,215

\$24,142

2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

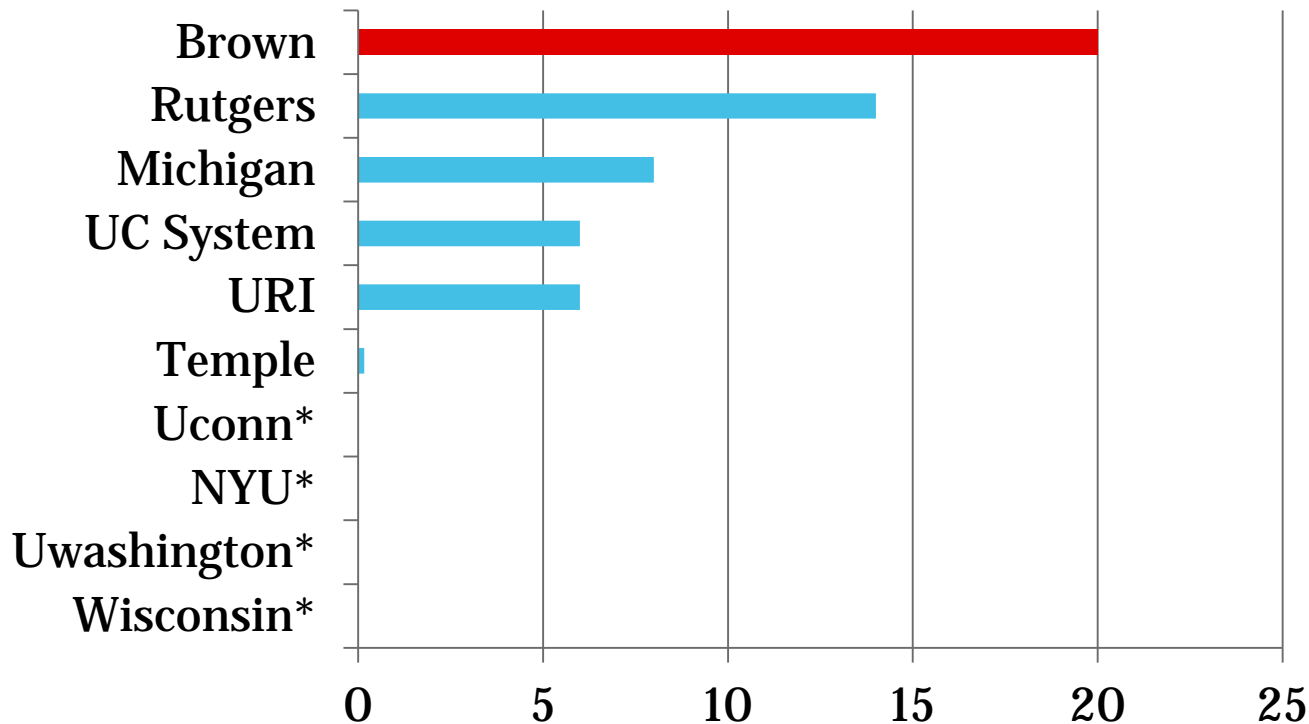
* Includes health and dental benefits and excludes tuition.



Be Informed: Myth vs. Fact

Myth: *Under union, Brown's parental support for graduate students will be more competitive than peers.*

Fact: Brown already offers competitive support for grad parents, which includes full semester, paid relief. (Chart below highlights Brown's policy compared to unionized public institutions in terms of weeks of paid parental leave.)



Notes:

- *Wisconsin & Washington provide leave without pay*
- *UConn & NYU have funds to reimburse childcare expenses up to a certain amount*



For More Information



BROWN UNIVERSITY



Be Informed

Graduate Student Unionization

[Home](#) [What We Value](#) [Collective Bargaining](#) [FAQs](#) [News and Updates](#)

[Resources for the Community](#)

Be Informed – Graduate Student Unionization

Graduate Education at Brown

Brown University has an ongoing commitment to strengthening support for and engagement with our more than 2,200 graduate students on campus. Graduate education has been central to Brown's mission for more than a century, and we believe that the teaching and research our students undertake are integral to a graduate education.

brown.edu/go/be-informed



BROWN



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Office of the Provost

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Brown's New Health and Wellness Center

A Planning Update for BUCC

Vanessa Britto, MD, MSc
Executive Director, Health and Wellness
October 2018



Planning Below the Surface: Our Questions

- ❖ How do we actualize our identity as a Health and Wellness team?
- ❖ What are our individual department and shared program goals?
- ❖ How can we leverage our new co-location?
- ❖ How do we embrace innovation in our work together?

Location - 450 Brook Street



What Role Does A New Health and Wellness Center and Residence Hall Play?

Conceptual Test Fit Phase I: Translate the vision

- ❖ Integrate services and resources currently spread across campus
- ❖ Build capacity to provide higher quality and more integrated care and support
- ❖ Peer/Near-Peer Analysis
- ❖ Fit the vision into the space

What Does That Mean?

- ❖ Expand space: creative staffing models, new and expanded partnerships w/ anticipated increase in service delivery
- ❖ Seamlessly integrate access to physical and mental health care with BWell health promotion, outreach and education
- ❖ Explore collaboration with Athletics and Recreation leveraging proximity to Nelson Fitness Center
- ❖ Expand existing programming – ie nutrition services with rooftop garden and test kitchen and additional space



Additional Opportunities?

- ❖ Offer comprehensive holistic and complementary care - mindfulness, meditation, yoga
- ❖ Building a “collab-oratory” for student leaders and students interested in wellness
- ❖ Creation of a leadership building with greater developmental advising and mentoring



What Else Do We Envision?

- ❖ Capacity to strengthen peer-peer programming
- ❖ Space for contemplative practices
- ❖ Covered bays and more suitable environs for Brown EMS
- ❖ Collaboration with Brown faculty in residential space driving new knowledge in multiple fields of study

Next Steps?

- **Next phase: Design and construction**
- **Architect selection**
- **Staff and community input**
- **Fall 2021: An opportunity to demonstrate leadership -- as only Brown can!**