

Meeting of the University Faculty Senate
Wednesday, October 9, 2019, 8:00 am
Boston – Dental Becker Board Room 771(Host Site)
Medford – Cabot 702
Grafton - Dean’s Conference Room

The University Faculty Senate met at 8:00 am on Wednesday, October 9, 2019 in the Becker Board Room of the Dental School, Boston campus, with remote locations in Medford and Grafton. Present at the meeting were Jenny Aker (Fletcher), Remco Chang (Engineering), Brent Cochran (TUSM), Misha Eliasziw (PHCM), Leila Fawaz (Fletcher), Janet Forrester (TUSM), Roger Galburt (Dental), Sonia Hofkosh (A&S), Nicole Holland (Dental), Vida Johnson (A&S), Olympia Karacosta (TUSDM), Jette Knudsen (Fletcher), Anne Mahoney (A&S), Michael Malamy (TUSM), Will Masters (Friedman), Douglas Matson (Engineering), Nirupa Matthan (HNRCA), Lynne Pepall (A&S), Ellen Pinderhughes (A&S), Pearl Robinson (A&S), Mary Jane Shultz (A&S), Lee Sillin (TUSM), Chris Swan (Engineering), Maher Tabbā (TUSM), Norbert Wilson (Friedman), Henry Wortis (TUSM), and Chantal Zakari (SMFA). *Ex officio* members Provost Nadine Aubry and Vice Provost Kevin Dunn was also in attendance. President Melissa Mazan presided over the meeting.

Regrets: Gillian Beamer (Cummings) and Dominique Penninck (Cummings)

1. Roll call and approval of minutes from September 11
 - a. Motion and second – passed unanimously
2. Executive Committee Report
 - a. Welcome to Nicole Holland, new Senator from the Dental School
 - b. Update on Sackler issue - Melissa Mazan
 - i. Melissa spoke with Mary Jeka, Senior Vice President of University Relations and General Counsel, who confirmed that the investigative report from Joe Stern will be reviewed by two academics from outside Tufts, plus Melissa representing Tufts faculty, and then go to Trustees for possible action
 - ii. Discussion of UFS action based on new information since the resolution of March 2019
 1. Suggestion to request that Senate or ExComm receive report at same time that trustees do, out of concern that decision comes too quickly without adequate input from all stakeholders who have not seen report.
 2. Suggestion for Senate to also explore how other institutions are handling the issue
 3. Suggestion that the role of the Senate should be to weigh in prior to decisions, not just respond after the fact
 4. Proposal that Senate make request to trustees that no decision be made regarding the Sackler name until the Senate has had a chance to review report and offer input
 - a. Moved, seconded, motion carries
 - b. Melissa will draft letter to trustees
 5. Motion for special meeting during executive committee time slot on Wednesday, October 16 at 8:00 am
 - a. Moved, seconded, motion carries
3. Reports of the Standing Committees
 - a. Educational Affairs and Policy – Henry Wortis
 - i. New draft of consensual relations policy will be presented at the next regular meeting
 - ii. Senate has been asked for representative for other educational affairs committees; EAP will come up with nominations

- b. Research Committee – Brent Cochran
 - i. Met to set agenda for year; topics to include
 - 1. Research funding
 - 2. International travel engagement
 - 3. Ethics of accepting funds for research, teaching, etc. (e.g. Sackler, Epstein, etc.)
 - a. Would like to invite someone from OVPR to discuss
 - b. Should perhaps be explored more broadly than just R&S committee
 - c. Melissa asks committee to put together recommendation
- c. Nominations – Vida Johnson
 - i. Representatives have been chosen for the Trustee Committees
 - 1. Lynne Pepall – Administration & Finance
 - 2. Leila Fawaz – Faculty Affairs
 - 3. Janet Forrester – Advancement
- d. Budget – Anne Mahoney
 - i. Divestment (see statement below)
 - 1. Suggestion to be deferred to next regular meeting
 - ii. Faculty Salaries (see statement below)
 - 1. Melissa asks senators to explore current situations in their respective schools
 - 2. Kevin Dunn has much of this information already and can make available to Senate

4. Old Business

- a. Faculty Affairs – Chris Swan
 - i. Committee is drafting proposal for urgent, short-term, and long-term approaches regarding meaning of tenure issue
 - 1. Urgent – Senate should consider how best to communicate the issues to trustees, and point out that current situations are in violation of their existing tenure policy
 - 2. Short-term – look at how to make/recommend changes to trustees document on tenure policy
 - 3. Long-term – continuous education among schools about differences in tenure, and what tenure means to all faculty
 - a. Also need to communicate process to non-tenured faculty
 - b. Request for clarification on current medical school tenure situation
 - 4. Discussion
 - a. Importance of communication to community
 - b. Need for establishing a means of direct communication with faculty
 - ii. Ombuds position: update on position and hiring
 - 1. Position statement coming from HR, then moving into hiring process
 - 2. Also looking at how position will be related to schools and existing ombuds positions

5. Election of Committee Chairs - Jette Knudsen

- a. Proposal 1: The Faculty Senate will establish a procedure for the appointment of Chairs of the Faculty Senate's Standing Committees
- b. Proposal 2: Faculty Senate Standing Committee Chairs are appointed for a one-year term starting at the first Committee meeting after the summer holiday. Each Committee appoints its own Committee Chair.
 - i. Amended to say that Chairs are to be elected by committee at last meeting of academic year
 - ii. Will require advance look at who will be remaining on a committee
- c. Consensus approval by the Senate

6. Creating procedures documents - Will Masters

- a. To describe the actual practices used by UFS and other faculty senates to implement our by-laws, we need a Policies & Procedures Manual that summarizes what the Senate does, and why
- b. Melissa Stevenson will do a first draft, which will then be edited by ExCom and brought to senate for review and vote
- c. Procedures include how the Senators from each school communicate with the faculty at large, and whether presentations at each school's faculty meeting are sufficient. Might consider regular newsletter.
- d. Senate thanks Melissa Stevenson in advance for her work on this document.

7. Adjourn at 9:30

Statements from the Budget Committee for consideration by the whole Senate:

1. Divestment.

Some faculty and students have suggested that Tufts divest from fossil-fuel companies. Determining which such companies we may be invested in is difficult, and adjusting the portfolio is more complicated than it may appear, since the endowment as a rule does not directly hold stock in specific companies. A standard practice at other institutions, such as Johns Hopkins or Dartmouth, is to have a committee that advises the President or Trustees about investment principles; such a committee may include faculty, students, or alumni in addition to administrators. Tufts has in the past convened ad-hoc committees for this purpose, most recently in 2013-2014. We do not have a standing committee on investment principles.

The Tufts Faculty Senate believes it is the President's responsibility and privilege to set the principles by which Tufts invests its endowment. We are happy to support him in this task, and we ask him to share with the Senate, and with the various faculties, how he is promoting ethical investment at Tufts.

2. Faculty salaries.

The Budget Committee asks the Senate whether we should request a report from the Administration about faculty salaries, and how they ensure there is gender parity in salaries across the university. While faculty salaries are set by the several schools, if there were a public complaint about gender discrimination, it would affect the reputation of the entire university. Moreover, it is possible that if a school did have a gap between men's and women's salaries, correcting this problem could affect not only the school's own budget but that of the university as a whole. Finally, different schools have different policies about how much information faculty receive about salary levels, and we wish to promote transparency in general.

Ongoing information about tenure discussion:

Senate members may access information on this topic from the Faculty Affairs Committee wiki site, located here:

<https://wikis.uit.tufts.edu/confluence/display/FacultySenate/Meaning+of++Tenure+Documents>

Note: You must be a senate member to access this site. General access for all is, for now, disabled.