

**Meeting of the University Faculty Senate**  
**Wednesday, December 11, 2019, 8:00 – 9:30 am**  
**Medford – Cabot 702, (Host Site)**  
**Boston – MEB (Sackler) 802**  
**Grafton – Dean's Conference Room**

The University Faculty Senate met at 8:00 am on Wednesday, December 11, 2019 in Cabot 702, Medford campus, with remote locations in Boston and Grafton. Present at the meeting were Gillian Beamer (Cummings), Brent Cochran (TUSM), Misha Eliasziw (PHCM), Leila Fawaz (Fletcher), Janet Forrester (TUSM), 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), Ellen Pinderhughes (A&S), Pearl Robinson (A&S), Mary Jane Shultz (A&S), Chris Swan (Engineering), Norbert Wilson (Friedman), Henry Wortis (TUSM), and Chantal Zakari (SMFA). *Ex officio* member Vice Provost Kevin Dunn was also in attendance. President Melissa Mazan presided over the meeting.

Regrets: Jenny Aker (Fletcher), Remco Chang (Engineering), Roger Galburt (Dental), Nirupa Matthan (HNRCA), Dominique Penninck (Cummings), Lynne Pepall (A&S), Lee Sillin (TUSM), Maher Tabba (TUSM), and Provost Nadine Aubry

1. Roll call
2. Approval of minutes
  - a. October 9
    - i. Motion and second – unanimously approved
  - b. Special meeting – October 16
    - i. Motion and second – unanimously approved
  - c. November 13
    - i. Motion and second – unanimously approved
3. Updates from the Provost – Kevin on behalf of Nadine
  - a. Sackler name will be removed from all buildings and programs at Tufts
    - i. General university-wide approval of the Trustees' decision
    - ii. Tufts is in company with the Louvre museum as the only two institutions so far to make the decision to remove the name
    - iii. According to press reports, the Sackler family may be planning to challenge the decision
  - b. Announcement of the formation of the Responsible Investment Advisor Group
    - i. This group could take on the divestment issue
    - ii. Senate is requested to make nominations to help staff the group
      1. Suggestions include Gib Metcalf and Dan Richards
    - iii. Concerns expressed that the bar for financial analysis of investment restriction should not be too high
  - c. Gift Acceptance Review Committee
    - i. Will develop a more robust plan for vetting of major donations
    - ii. Will also create a contingency plan for situations like Sackler
    - iii. Senate is requested to make nominations to help staff the group
4. Old business
  - a. Tuition costs – Jette Knudsen
    - i. Following up on concerns raised at the November meeting
    - ii. Task force will be created to explore the issue
    - iii. Email Jette if interested in serving on the task force

- b. Employee benefits – Will Masters
  - i. Have identified a need to examine benefits received in addition to salary, such as tuition benefit and housing challenge
  - ii. A second task force will be created to assemble a fact-finding report over the next semester
  - iii. Email Will if interested
  - iv. Request to have an outlined trajectory or envisioned end product report at next meeting
- 5. Reports from Standing Committees
  - a. Nominations – Vida Johnson
    - i. Nothing to report
    - ii. Will need to work on nominations for two committees above
  - b. Research – Brent Cochran
    - i. Gift & grant ethics
      - 1. Met with Eric Johnson and Mary Jeka regarding the procedure for large gifts
      - 2. Current process is for gifts to come through advancement, grant issues to go through OVPR
      - 3. Large gift problems usually flagged at dean level, reviewed by admin
      - 4. Now issues will go to new committee (above)
      - 5. Committee has received documents pertaining to current gift acceptance policies and will review and provide feedback
        - a. Request from nominating committee for these documents to assist in staffing committees
  - c. Budget – Anne Mahoney – gender parity in faculty salaries
    - i. Distributed in October – question of requesting report from administration about gender parity in faculty salaries (see language below)
      - 1. Most recent university-wide study was three years ago
    - ii. Suggestion that schools should be evaluating individually before university-wide examination
    - iii. Committee requests a Senate resolution to charge schools to evaluate salary equity
    - iv. Suggestion to make this a regular evaluation on a 3-5 year cycle – internal, external, and broad-issue parity
    - v. Committee will bring a motion at next meeting
  - d. Educational Affairs and Policy – Henry Wortis: consensual relations policy (see appended)
    - i. Discussion of distributed proposal
    - ii. Suggestion to obtain student input prior to finalization
    - iii. Issue will be first on next meeting for a vote
- 6. Announcement – notification of a story running in the Boston Globe regarding 8 TUSM faculty bringing suit against school for breach of their employment contracts
- 7. Adjourn at 9:34

## **Question to Senate from Budget Committee:**

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.*