

Meeting of the University Faculty Senate
Wednesday, January 8, 2020, 8:00 – 9:30 am
Medford – Cabot 702, (Host Site)
Boston – MEB 802
Grafton – Dean's Conference Room

The University Faculty Senate met at 8:00 am on Wednesday, January 8, 2020 in Cabot 702, Medford campus, with remote locations in Boston and Grafton. Present at the meeting were Jenny Aker (Fletcher), Remco Chang (Engineering), Brent Cochran (TUSM), Misha Eliasziw (PHCM), Roger Galburt (Dental), Nicole Holland (Dental), Olympia Karacosta (TUSDM), Anne Mahoney (A&S), Michael Malamy (TUSM), Will Masters (Friedman), Nirupa Matthan (HNRCA), Douglas Matson (Engineering), Dominique Penninck (Cummings), Lynne Pepall (A&S), Ellen Pinderhughes (A&S), Mary Jane Shultz (A&S), Lee Sillin (TUSM), Chris Swan (Engineering), Norbert Wilson (Friedman), Henry Wortis (TUSM), and Chantal Zakari (SMFA). *Ex officio* members Provost Nadine Aubry and Vice Provost Kevin Dunn were also in attendance, as well as guest Phil Haydon from TUSM. President Melissa Mazan presided over the meeting.

Regrets: Gillian Beamer (Cummings), Leila Fawaz (Fletcher), Janet Forrester (TUSM), Sonia Hofkosh (A&S), Vida Johnson (A&S), Jette Knudsen (Fletcher), Pearl Robinson (A&S), Maher Tabba (TUSM)

1. Roll call
2. Approval of minutes from 12/11/19
 - a. Motion and second – unanimously approved
3. Visit from Phil Haydon to brief Senate on the new Research Institute
 - a. Decision to create Tufts health science institute as a means of finding and expanding sources of research funding
 - i. Research will be focused in areas conducive to significant external funding
 1. Infections disease, cancer, and brain disorders, with an over-arching theme of immune health
 2. Will also be designed for flexibility in research areas to take advantage of funding opportunities as they arise in new areas
 - b. Governance will include committee with university-wide representation; suggestion to include Senate representation
 - i. Governance documents, policies, and procedures are under construction
 - c. The institute will begin in TUSM on or about July 1, and eventually extend university-wide and beyond with collaborations
 - d. Discussion
 - i. Concerns regarding funding for schools vs. the new center
 - ii. Discussion of collaboration models
 - iii. Suggestion to get letters of commitment from deans
4. Reports from Standing Committees and Other Reports
 - a. Educational Affairs and Policy – Henry Wortis – recommendation for consensual relations policy (see below)
 - i. Slight wordsmithing amendment
 - ii. Vote to recommend to administration
 1. Motion on the table from the committee
 2. Motion passes with 13 in favor, 4 against, 1 abstention

- b. Faculty Affairs – Chris Swan – update on Ombuds position
 - i. Moving forward, but hiring process has stalled
 - ii. Next step is to obtain position description for posting by Feb. 1
 - iii. Plan is to complete application review and interviews by May 15
 - iv. Need to staff search committee, which will be chaired by Mary Schulz
 - 1. Former Senate member Eulogio Guzman has volunteered to serve; 1 additional current or former Senate member needed
 - 2. Representation needed from 3 campuses
 - 3. Contact Chris and Mary if interested
- c. Will Masters – employee benefits with a focus on housing
 - i. Tufts’ housing benefit is inadequate compared to other universities
 - ii. A committee has been formed to explore, and will meet later this month to evaluate info collected from Work/Life balance committee
 - iii. Hope to have a report in March or April
- d. Other committee reports deferred to next meeting

5. Adjourn at 9:32

Proposed Consensual Relations Policy as offered by the Educational Affairs Committee

Whereas, the University requested that the University Senate provide it with advice regarding a revised policy on Consensual relations with students, the Educational Affairs and Policy Committee recommends the following policy:

CONSENSUAL RELATIONSHIPS WITH STUDENTS

I. DEFINITIONS

As used in this policy document, the phrase: “consensual relationship” refers to romantic, intimate, and sexual relationships to which the parties have given their consent; “position of authority” refers to faculty and any person who is an instructor, teacher, teaching assistant, or coach, even on a part-time, temporary, or guest basis; “student” refers to undergraduates, graduates, residents, and fellows.

II. POLICY STATEMENT

Tufts University seeks to maintain a professional work and academic environment dedicated to promoting excellence in learning, teaching, and research. To advance that mission, it is essential that those in positions of authority do not abuse or appear to abuse the power with which they are entrusted. People in positions of authority exercise power over students in many ways, for example, directly through their teaching, grading, evaluating, mentoring, coaching, advising and recommending students for further studies or future employment opportunities, and indirectly through their ability to influence others who may exercise such direct influences.

No person is to be in the position of authority over a student or students with whom they have or have had a consensual relationship or engaged in a sexual encounter, as well as over whom they may be, or may be perceived to be, in a position to exercise such power. Moreover, no person is to enter into a consensual relationship or engage in a sexual encounter with a student or students when the person is in the position of authority over the student or students. Given the power asymmetry, the University regards these consensual relationships and sexual encounters as an abuse of authority, as well as having a potential for adverse consequences, including the filing of a complaint alleging sexual harassment and retaliation.

III. REPORTING OBLIGATIONS

If an individual is placed in the position of authority of a student or students with whom they have had a past consensual relationship or are in a newly formed consensual relationship, it is the responsibility of the individual in the position of power to disclose their consensual relationship to their supervisor and to arrive at an arrangement that avoids both the possibility and the appearance of abuse of authority. Retaliation for disclosures made promptly and in good faith is strictly prohibited. When a situation arises that has the potential to violate this Policy, it is the responsibility of the individual in the position of authority to report the situation to their supervisor so that the situation can be addressed, and to recuse themselves from any evaluative or supervisory activities affecting the student until the situation is resolved. Individuals with concerns that this Policy is being violated by others may report concerns to their supervisor.

IV. CONSEQUENCES

If this Policy is violated, the individual in the position of authority will always be held accountable and may not be indemnified by Tufts University if difficulties in the consensual relationship arise. In addition, failure by individuals in the position of authority to immediately disclose and correct a violation of this Policy may result in disciplinary action up to and including termination of appointment or employment.