

Meeting of the University Faculty Senate
Wednesday, March 11, 2020, 8:00 – 9:30 am
Medford – Cabot 702, (Host Site)
Boston – Dental Becker Boardroom 771

The University Faculty Senate met at 8:00 am on Wednesday, March 11, 2020 in Cabot 702, Medford campus, with remote location in Boston. 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), Nirupa Matthan (HNRCA), Douglas Matson (Engineering), Lynne Pepall (A&S), Ellen Pinderhughes (A&S), Pearl Robinson (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, Justin Hollander from the School of Engineering. President Melissa Mazan presided over the meeting.

Regrets: Gillian Beamer (Cummings), Dominique Penninck (Cummings), Maher Tabba (TUSM)

1. Roll call
2. Approval of minutes
 - a. Motion and second; unanimously approved
3. Corona update – Nadine Aubry and Kevin Dunn
 - a. Announcement has gone out to move classes to online
 - b. Clinical services and education have not been cancelled
 - c. Large in-person meetings are being cancelled
 - d. All university-related international and domestic air travel suspended; personal travel discouraged
 - e. Assistance available to faculty over the next week to help them prepare for online teaching
 - f. Athletics cancelled for spring
 - g. Sending students home, but can apply for exceptions
 - h. No decisions yet regarding commencement
 - i. Discussion
 - i. Assurance that there is sufficient technical capacity to accommodate courses online
 - ii. Request for clarification as to whether schedule will be maintained and what expectations are of faculty
 - iii. Supervisors need guidance regarding hourly employees who don't have sick time; announcement will be coming from admin shortly
 - iv. SMFA requests consideration/clarification for special circumstances, as well as support to enforce attendance
 - v. People who have been doing online courses are good resource
 - vi. Suggestion to use larger spaces to spread out for smaller meetings
 - j. Announcement will be coming soon regarding staff
4. Reports from *ad hoc* committee on housing – Will Masters (see accompanying materials)
 - a. This committee's work built on preliminary investigation conducted by A&S
 - b. Committee presents recommendation to pass report on to administration for their further exploration and future report back to Senate
 - c. Senate thanks committee for their work
 - d. Suggestion to invite Mike Howard or Jim Hurley to discuss topic
 - e. Vote on resolution as stated below
 - i. Resolution carries unanimously

5. Proposal for bylaws change to allow clarification of terms of service for senators taking leave (see below)
 - a. Discussion
 - b. Defer to next meeting while ExComm examines wording
 6. Reports from standing Committees and other reports – *deferred to next meeting*
 - a. Budget – Anne Mahoney – proposal re: gender parity and salaries and Statement of Priorities re: University Budget (see both below)
 - b. Research – Brent Cochran – discussion of gift policy (see appended)
 - c. Faculty Affairs – Chris Swan, update on tenure discussion, questions for discussion (see appended)
 7. ExComm will look at plans for future meetings in light of virus concerns
 8. Adjourn at 9:28
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RESOLUTION OF THE UNIVERSITY FACULTY SENATE ON
HOUSING ASSISTANCE FOR RECRUITMENT, RETENTION AND PERFORMANCE
Passed unanimously, 11 March 2020

Whereas high and rising housing costs near Tufts campuses significantly inhibit recruitment, retention and performance; and

Whereas the Faculty Senate task force report on housing assistance dated 28 Feb. 2020, appended to this resolution, has identified best-practice approaches that Tufts could potentially implement;

Therefore the Faculty Senate calls on the University to pursue the recommendations of this task force, and report on its progress during the 2020-21 academic year.

OTHER POSSIBLE RESOLUTIONS CIRCULATED FOR DISCUSSION

SENATORS TAKING LEAVE

Whereas there has been confusion regarding terms of service for faculty taking leave, we propose the following bylaw addendum:

It is our understanding that faculty who are on leave for a year, are allowed to fulfill their full three-year term regardless of the actual dates of service.

BUDGET COMMITTEE PROPOSAL FOR SENATE CONSIDERATION AND VOTE:

The Senate asks the administration of the University and of the several schools to report on salary equity, in particular whether there are differences in salaries among faculty of different genders, or between white faculty and faculty of color, and how each school ensures that there is no discrimination in salaries. We do not believe there is any such discrimination; we are not responding to a perceived problem. But as different schools have different policies about how much information faculty receive about salary levels, we wish to promote greater transparency in general.

STATEMENT OF FACULTY PRIORITIES
REQUEST FROM BUDGET COMMITTEE TO SENATE, MARCH 2020

Each year, the University draws up a budget, allotting moneys to things it wishes to do, and reducing the allocation of funds to things that have become less important. That is, the University's budget, like that of any other organization, reflects its priorities. The clearer we are about what is important and what is inessential, the better chance we have of supporting the activities we care about.

The activities of the University, however, are the activities of the faculty, and of the administrators to whom we delegate responsibility for student affairs and welfare, campus safety, grants administration, and so on. Thus it is the responsibility of the faculty to articulate the essential values and priorities of the University, as a point of departure for determining our immediate desiderata and short- or medium-term goals.

The Senate Committee on Budget Planning and Development therefore asks the Senate to develop a statement of core values for the University, based on consultation with the faculties of the several schools, to support the development of the annual University budget.