

**Special Session of the University Faculty Senate**  
**Wednesday, September 30, 2020, 8:00 – 9:30 am**  
**Via Zoom**

The University Faculty Senate met in a special session at 8:00 am on Wednesday, September 30, 2020. Present at the meeting were Remco Chang (Engineering), Brent Cochran (TUSM), Tom Dannenbaum (Fletcher), Misha Eliasziw (PHCM), Leila Fawaz (Fletcher), Janet Forrester (TUSM), Roger Galburt (Dental), Greg Gottlieb (Friedman), Sonia Hofkosh (A&S), Nicole Holland (Dental), Olympia Karacosta (TUSDM), Carl Kirker-Head (Cummings), Jette Knudsen (Fletcher), Anne Mahoney (A&S), Michael Malamy (TUSM), Douglas Matson (Engineering), Nirupa Matthan (HNRCA), Melissa Mazan (Cummings), Mitch McVey (A&S), Ellen Pinderhughes (A&S), Mary Shultz (A&S), Lee Sillin (TUSM), Maher Tabba (TUSM), Roger Tobin (A&S), Mai Vu (Engineering), Parke Wilde (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 observers Kris Manjapra and Ayanna Thomas, and President Lynne Pepall presided over the meeting.

Regrets: Dominique Penninck (Cummings)

1. Minutes from September 9<sup>th</sup> Meeting
  - a. Motion and second; passed unanimously
2. Nominations Committee:
  - a. Slate for Executive Committee Election
    - i. Olympia Karacosta
    - ii. Henry Wortis
    - iii. Bios and voting link will be distributed
  - b. Resolution on Senate Committee for Diversity, Equity and Inclusion
    - i. Clarify in resolution whether committee is ad hoc or standing
    - ii. Discussion
      1. Arguments in favor of making it a standing committee
      2. Importance of making DEI a part of all Senate work, not just committee
      3. Discussion of structure and composition
      4. Would need to interface with other administration and student DEI groups at Tufts
      5. Suggestion to start as ad hoc to begin work now, then transition to permanent when bylaws can be updated
    - iii. Motion: Accept as ad hoc committee with commitment to transition to a permanent committee
    - iv. Resolution as amended: possible wording: "resolve to establish an ad-hoc University Senate Committee on Diversity" and so on, then add a third point at the end: "commit to making this a permanent committee of the Senate."
      1. Passes with one abstention
    - v. Suggestion to have legal look at wording – ExCom will explore
1. Compositional Diversity Workstream: Nadine & Kevin
  - a. Committee has been meeting
  - b. Coming to Senate as part of gathering community feedback
  - c. Looking at diversity across schools and administrations, faculty, staff, students
  - d. Would be happy for suggestions for data sources, issues, solutions
  - e. Discussion:
    - i. Observation that Tufts' selectivity in admissions process is by definition excluding
    - ii. Observation that Tufts hasn't issued a definition of anti-racism
    - iii. Importance of considering historical patterns of university
2. Executive Session
3. Vote on Dental School resolution
  - a. Slight edit

- b. Motion and second, passes unanimously
  - c. Lynne will send to relevant administrators – all deans, faculty chairs of faculty councils, workstream leaders, Jim Hurley, Mary Jeka, Tony, Nadine, Kevin, Mike Howard, University Council
    - i. Each school please identify who chairs should be
  - d. Will be posted to website
4. Concerns about Soul-Focused training – ExComm will reach out to Rob.
5. Adjourn