

**Meeting of the University Faculty Senate**  
**Wednesday, October 14, 2020, 8:00 – 9:30 am**  
**Location – Zoom**

The University Faculty Senate met at 8:00 am on Wednesday, October 14, 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), Melissa Mazan (Cummings), Mitch McVey (A&S), Dominique Penninck (Cummings), Ellen Pinderhughes (A&S), Mary Shultz (A&S), Lee Sillin (TUSM), Maher Tabbá (TUSM), Roger Tobin (A&S), Mai Vu (Engineering), Parke Wilde (Friedman), Henry Wortis (TUSM), and Chantal Zakari (SMFA). Guest presenters included Chief Diversity Officers Joyce Sackey and Rob Mack, Executive Vice President Mike Howard, A&S Dean of Academic Affairs Bárbara Brizuela, Vice President for HR Kim Ryan, and Director and Chief Curator of University Art Galleries Dina Deitsch. Guests observers included Gina Murray, Kris Manjapra, Ayanna Thomas, Jackie Dejean, and Matthew McGovern. *Ex officio* members Provost Nadine Aubry and Vice Provost Kevin Dunn were also in attendance, and President Lynne Pepall presided over the meeting.

Regrets: Nirupa Matthan (HNRCA)

1. Minutes from September 30th Meeting
  - a. Motion, second, unanimously approved
2. Results of vote to replace Roger Galburt on Executive Committee
  - a. Olympia Karacosta will be the new Member-at-large
3. Diversity, Equity and Inclusion Workstreams
  - a. Introduction – Nadine Aubry
  - b. Workstream information is now live on the President's website
  - c. Equity and Inclusion: Co-chairs: Barbara Brizuela, A&S Dean of Faculty Affairs; and Joyce Sackey, Associate Provost and Chief Diversity Officer for health sciences schools.
    - i. See appended slides
    - ii. Would like input from Senate as to other issues and outcomes they would like to focus on
    - iii. Discussion
      1. Equity in faculty salaries and promotions – suggestion to adopt framework to ensure, using model recently created by TUSM
      2. Still need definition of what anti-racism means; recommending a clear initiative to create definition
      3. Outcomes and community development?
        - a. Draft report due 11/1, final 12/1
        - b. Intense start-up effort that feeds into long-term efforts for implementation
        - c. CDOs will be the ones to hold university accountable
      4. Importance of focusing on diversity in pipelines
      5. Ensuring representation from all schools on committee
      6. Suggestion to look at workload across university – Compositional Diversity is working on gathering data
      7. Suggestion to be more explicit about ways to mentor junior faculty
      8. Need for benchmarks and accountability
  - d. Campus Policing: Co-chairs: Mike Howard, Executive Vice President, and Rob Mack, Associate Provost and Chief Diversity Officer for Medford/Somerville and SMFA campuses.
    - i. Committee is composed of 23 fac, staff, students from all campuses
    - ii. Charge is to examine campus safety operation, evaluate whether it is meeting current and future needs of community

1. Current model has been set up to focus primarily on physical safety; group is looking also at emotional and psychological well-being
  2. Looking at delegation of tasks to determine what can be done by non-uniformed staff
  3. Making outreach efforts to hold listening sessions with stakeholder groups
  4. Four upcoming open forums, as well as a digital dropbox to collect community feedback
  5. Senate's key issues/concerns/opportunities
    - a. Endorsing non-policing interactions
    - b. Concerns about student-to-student harassment, including using police to harass
    - c. What alternative policing being considered?
      - i. Wellness checks, lockout assistance, safe transportation, basic medical calls
      - ii. Use of non-uniformed officers
    - d. Looking at integration points between workstreams
  - e. Public Art: Chair: Dina Deitsch, director and curator of the Tufts Art Galleries.
    - i. See appended slides
    - ii. Efforts began with Alumnae Lounge murals, which were removed last year;
    - iii. Community feedback feels that images and representation had no guidelines and were not representational
    - iv. The comprehensive process is starting in Medford, Ballou Hall first
    - v. Working group being formed to determine how to begin commissioning contemporary portraiture of historic subjects
    - vi. Survey in development for community input – could share draft with Senate
    - vii. Discussion
      1. Looking at art in private offices – encourage committee to develop guidelines for any spaces that students might enter
  - f. Institutional Audit and Targeted Action: Co-chairs: Kim Ryan, Vice President for Human Resources and Joyce Sackey
    - i. Will start with prioritized targeted action with clear transparency and accountability, building on DEI work already going on
    - ii. Gathering best practices already going on at Tufts, which can then be implemented more widely
    - iii. Committee includes representatives from all schools, units, and divisions
      1. Each will be leading their own team at their unit to gather data and implement recommendations
    - iv. A consultant firm has been selected and hired
    - v. Progress will be shared as they go; community input is both welcome and greatly desired
    - vi. Topics of concern for Senate
      1. How to bring inter-office interactions through pipeline to see how they factor into hiring and admissions
        - a. E&I workstream is exploring, but this should also be part of audit workstream
      2. Climate and experience data is very limited;
        - a. A university-wide 360 climate survey is in the works, though it was postponed due to COVID
        - b. Focus groups are being assembled for faculty, staff, and students
4. Diversity Training Workshops for Faculty: Rob Mack
- a. Anti-Racism education sessions with Soul-Focused: Social justice work, understanding impact of racism socially and personally
    - i. Sessions will be 9 hours of training for 80 people, divided into two cohorts
  - b. Addressing concerns about religious affiliation
    - i. Evolution of organization includes spiritual consciousness- refers to relationship with yourself, not religion
    - ii. Those who attended first session did not feel there were any religious undertones
  - c. Discussion
    - i. Discussion of political affiliation concerns and vetting of programs
    - ii. Discussion of how best to ensure that people are aware of offerings to community
    - iii. People can select trainings with organizations they are comfortable with

- iv. DEI work is difficult; it's important to find places that we trust, but it should never feel comfortable; we must "lean into the discomfort"

5. Executive Session

6. Adjourn at 9:53