

Meeting of the University Faculty Senate
Wednesday, November 18, 2020, 8:00 – 9:30 am
Location – Zoom

The University Faculty Senate met at 8:00 am on Wednesday, November 18, 2020. Present at the meeting were Brent Cochran (TUSM), Tom Dannenbaum (Fletcher), Misha Eliasziw (PHCM), Leila Fawaz (Fletcher), Roger Galburt (Dental), Greg Gottlieb (Friedman), Sonia Hofkosh (A&S), Nicole Holland (Dental), Olympia Karacosta (TUSDM), Carl Kirker-Head (Cummings), Anne Mahoney (A&S), Michael Malamy (TUSM), Nirupa Matthan (HNRCA), Douglas Matson (Engineering), Melissa Mazan (Cummings), Mitch McVey (A&S), Dominique Penninck (Cummings), Ellen Pinderhughes (A&S), Mary Shultz (A&S), Lee Sillin (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 included Vice Provost for Research Caroline Genco, Senior Vice President for University Relations and General Counsel Mary Jeka, Deputy General Counsel for Business Affairs Akiyo Fujii, Executive Director of Audit and Advisory Services Seth Kornetsky, and observers Matthew McGovern and Tom Guan. *Ex officio* members Provost Nadine Aubry and Vice Provost Kevin Dunn were also in attendance, and President Lynne Pepall presided over the meeting.

Regrets: Remco Chang (Engineering), Janet Forrester (TUSM), Jette Knudsen (Fletcher), Maher Tabba (TUSM),

1. Approval of minutes from October 14, 2020
 - a. Motion, second, unanimously approved
2. Discussion University Conflict of Interest Policies – Caroline Genco, Mary Jeka, Akiyo Fujii
 - a. See appended presentation
 - b. Have been reviewing general policies and protocols, as well as the standard conflict-of-interest questionnaire
 - c. Many policies have been updated, and new institutional conflict of interest policy has been drafted, questionnaire revised
 - d. New review committees are being formed
 - e. Implementing as a pilot this year
 - i. Asking deans to help implement
 - ii. Open to recommendations & feedback this year
 - iii. Surveying faculty, researchers, officers
 - iv. Requesting faculty input on communications plan
 - f. Discussion
 - i. Concerns about having consistent implementation across schools
 1. Schools will be accountable for management of plans
 - ii. New EAD roundtable at OVPR helps with dispersal of information
 - iii. Suggestion for pro-active communication before grants are due
 - iv. R&S has discussed policies, needs clarification on definition of overlap activities, and industry collaboration
 - v. COI team is happy to attend faculty meetings to help roll out
 - vi. Suggestion to clarify email policy to specify what are acceptable uses of Tufts email
 - vii. Suggestion for university-level new faculty orientation, incorporate OEO, Senate could partner
 - viii. Suggestion to emphasize that conflicts can exist, but must be disclosed and managed
3. Update from the Provost on TIE – Nadine Aubry
 - a. Linda Abriola stepping down as director
 - b. Have opportunity and responsibility to reimagine mission of TIE, to produce leaders in carbon-neutral goals
 - c. Consider expanding mission, leveraging areas of expertise – food, energy (solar, off-shore wind), in addition to water

- d. New vision to work at the crossroads of these areas, partner with schools and centers for interdisciplinary efforts – research, scholarship, civic engagement
 - e. Goal is to be bold, innovative, and at the forefront, to put Tufts on the national and international map
 - f. Discussion
 - i. R&S committee has been interested in how the institutes operate at Tufts; may invite Nadine to a meeting
4. Introducing the new Senate Diversity, Equity, & Inclusion (DEI) Committee
- a. Has taken on charge of university level of DEI issue impact on faculty
 - b. Still working on internal organization, will also include a non-senator from engineering
 - c. Will have first meeting soon
 - d. First item of business will be to review the education proposal from CDOs office
5. Report back from Standing Committees
- a. Research & Scholarship – Brent Cochran
 - i. Distributed a survey over summer on impact of COVID on research & scholarship at Tufts
 - 1. Will distribute results
 - 2. 1200 faculty, 30% response, wide variety of roles
 - 3. 70% thought admin was doing good or very good job w/pandemic, and with communication
 - 4. Library access is important
 - 5. 43% decrease in research productivity
 - 6. 25% lost some lab resources
 - 7. Challenges with working from home, childcare
 - 8. 30% thought social distancing in labs would contribute to decreased productivity
 - 9. 2/3 concerned that shutdown would have negative impact on grant
 - 10. Administration has the full report, committee will also send a summary
 - 11. Looking at sending a second round survey
 - ii. Currently examining centers and institutes – their operation, interaction, competition
 - 1. Will come back to Senate with a report when ready
 - b. Educational Affairs – Chantal Zakari
 - i. Waiting on the results of dental election in order to fill their open spot
 - ii. Exploring the issues of copyright and intellectual policy while teaching online
 - iii. Regarding 2U partnership - looking at contracts, finding some discrepancies with A&S handbook
 - iv. Initiative for environment
 - v. Had a dialogue with Provost on global initiatives
 - vi. Would like update on consensual relations initiative from the administration
 - vii. Discussion
 - 1. Intellectual property is an ongoing issue
 - a. Suggestion to get legal input, but be aware that they aren't necessarily representing faculty interests
 - b. Policy on Rights and Responsibilities with Respect to Intellectual Property
<https://viceprovost.tufts.edu/policies-forms-guides/policy-rights-and-responsibilities-respect-intellectual-property#:~:text=Copyrightable%20Intellectual%20Property%20Created%20by%20Students,-Students%20generally%20own&text=For%20any%20student%20work%20performed,or%20hosted%20by%20the%20University.>
 - 2. EAP will meet with Kevin, Akiyo, and Purchasing
 - c. Faculty Affairs – Nirupa Matthan
 - i. Issues on the table Ombudsperson and the meaning of tenure
 - 1. Both topics are stalled pending the clarification of the role of the Senate in these processes
 - d. Budget & Finance – Doug Matson
 - i. Conducted a review of committees across schools dealing with budget and finance; determined there is not much oversight

- ii. Making university budget is overly complex; looking at ways for the Senate to help with the process
- iii. Also looking at ways to hold schools accountable to guiding principles
 - 1. DEI, gender equity, etc.

6. Executive Session

7. Adjourn