

Meeting of the University Faculty Senate
Wednesday, June 9, 2021, 8:00 – 9:30 am
Location – Zoom

The University Faculty Senate met at 8:00 am on Wednesday, June 9, 2021. Present at the meeting were Brent Cochran (TUSM), Tom Dannenbaum (Fletcher), Misha Eliasziw (PHCM), Leila Fawaz (Fletcher), Janet Forrester (TUSM), Greg Gottlieb (Friedman), Nicole Holland (Dental), Sonia Hofkosh (A&S), Olympia Karacosta (TUSDM), Carl Kirker-Head (Cummings), Jette Knudsen (Fletcher), Anne Mahoney (A&S), Michael Malamy (TUSM), Nirupa Matthan (HNRCA), Douglas Matson (Engineering), Melissa Mazan (Cummings), Mitch McVey (A&S), Aikaterini Papathanasiou (TUSDM), Dominique Penninck (Cummings), Ellen Pinderhughes (A&S), Mary Shultz (A&S), Roger Tobin (A&S), Mai Vu (Engineering), Parke Wilde (Friedman), and Henry Wortis (TUSM). *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), Maher Tabba (TUSM), Chantal Zakari (SMFA).

1. Approval of minutes from May 12
 - a. Motion and second; passes unanimously
2. Nominations Committee: FY22 UFS Executive Committee
 - a. Candidate materials were made available in advance of the meeting in the Nominations Committee Box folder
 - b. Candidates standing for Election
 - i. For President: Jette Knudsen
 - ii. For Vice President: Carl Kirker-Head, Jette Knudsen, Henry Wortis, Anne Mahoney
 - iii. For Secretary: Anne Mahoney, Jette Knudsen
 - iv. For Member-At-Large: Nirupa Matthan, Olympia Karacosta, Henry Wortis, Jette Knudsen, Carl Kirker-Head, Anne Mahoney
 - c. New slate elected for AY 2021-22
 - i. President: Jette Knudsen
 - ii. Vice President: Carl Kirker-Head
 - iii. Secretary: Anne Mahoney
 - iv. Members-At-Large: Nirupa Matthan, Olympia Karacosta
 - d. Discussion of terms – new Executive Committee and senators begin Sept 1
 - i. TUSM still needs replacement for Lee Sillin
3. Proposal for new ad hoc summer committee on UFS Guiding Principles, Handbook
 - a. Would consist of the new Executive Committee plus Janet and Parke
 - b. Should principles and handbook be separate projects?
 - i. Suggestion to do the handbook first - outgoing ExCom will work on this over the summer, assisted by Parke Wilde who has volunteered to help
 - ii. Work on the Guiding Principles will start in the fall headed by the new ExCom.
 - iii. A working document already exists
 - iv. A handbook folder has been created in Box
 - c.
4. University-wide Faculty Meeting with Senate: Setting a Fall Date and Format
 - a. Consider date in September
 - b. Consider keeping regular Senate meetings on Zoom?
 - c. Consider a social meeting for Senators
5. Updates from other Standing Committees
 - a. Nominations Committee's work is done for the year
 - b. Educational Affairs and Policy update – Anne Mahoney
 - i. Committee hasn't met this month due to scheduling difficulties; nothing new to report
 - ii. Still on the table: intellectual property issues and consensual relations
 - iii. Looking at decisions about size of student bodies and how it affects the university
 - c. Research & Scholarship – Brent Cochran

- i. Working with OVPR re: a survey on aspects of research, as well as services provided by OVPR
 - d. Budget Committee – no updates to report
 - e. DEIJ Committee – Henry Wortis
 - i. Looking at the proposal from workstreams for way of monitoring progress
 - ii. Also discussion the value of restorative justice
 - f. Faculty Affairs Committee – proposal on the table for executive session below
- 6. Update from Kevin and Nadine
 - a. Congrats to new officers, thanks to serving committees
 - b. Administration will take any emerging issues to the Executive Committee over summer
 - c. Regarding the FAC proposal on principles
 - i. Suggestion to keep guidelines as high-level so as not to interfere with autonomy of schools
 - ii. Felt first principle as stated could interfere with schools
 - iii. Consensus is that collective bargaining agreements supersede Senate recommendations
- 7. Executive Session
 - a. Discussion of Faculty Affairs Committee’s proposed resolution on Principles for Faculty Contracts
 - b. Documents made available in advance in Faculty Affairs Committee Box folder
- 8. Vote on Faculty Affairs Committee’s proposed Principles document as amended
 - a. Motion passes with two abstentions
 - b. Resolution will be posted on website
- 9. Adjourn at 9:38

Resolution on Principles and Policies Relating to Faculty Employment

The University Faculty Senate believes that Tufts can thrive only if its faculty have sufficient professional and financial security to be able to do their best work. This can be the case only if faculty are protected from abrupt and substantial changes to their conditions of employment; if there are procedures for review of any such actions; and if there is transparency regarding expectations and processes for evaluation.

Therefore, in keeping with its Bylaw responsibilities for:

- Contributing to the formulation of University-wide plans and policies;
- Reviewing existing and proposed University-wide policies and recommending appropriate changes; and
- Expressing and communicating the views, needs, and concerns of the University Faculty with respect to University governance, academic matters, and administrative practices, while respecting the autonomy of the individual Schools;

the Senate recommends that the principles and policies below be adopted as University-wide baseline standards of faculty employment.

1. All full-time faculty who have at least 3 years service, and part-time faculty who have at least 5-years service, with the University, shall be given at least 12 months notice, prior to termination of their employment (for non-tenured faculty), or substantial modification of their positions, and shall be entitled to be informed in writing of the reason for the action.
 - a. "Substantial modification" includes:
 - i. Reduction of hours and/or compensation by more than 10%;
 - ii. Reallocation of more than 20% of responsibilities.
 - iii. Increased expectations for acquisition of external financial support.
 - iv. Reductions in resources (e.g. lab space, equipment, administrative or technical support) beyond those applied to other faculty in the unit.
 - b. Exceptions may be made for dismissal for cause due to specific and severe malfeasance, non-performance or violation of contract.
2. When the modifications are attributed to specific shortcomings of the individual faculty member's performance, they shall have the opportunity to have the circumstances reviewed by the School's Grievance Panel or equivalent faculty body. The report of the panel shall be provided to the affected faculty member, the School Dean, the Provost, and, with the faculty member's consent and with identifying details redacted, to the Faculty Affairs Committee of the Senate.
3. In cases in which a faculty member is expected, as a condition of their appointment, to bring in external funding (e.g. research grants or clinical income), that expectation shall be detailed, either explicitly or by reference to a Faculty Handbook or other document, in the member's contract or letter of hire. The contract or letter of hire shall also describe, explicitly or by reference, contingencies in the event that the expectation is not met. Those contingencies shall

include a reasonable grace period; bridging support for both salary and the revenue-generating activities; and, where possible, options for transitioning to other responsibilities.

4. Evaluations of faculty performance, whether for salary, contract renewal, promotion, or tenure, shall appropriately recognize all relevant contributions to the school. These may include: teaching and mentoring; research and scholarship; artistic accomplishment; clinical work; efforts in support of diversity, equity, inclusion and justice; civic engagement; service and citizenship; and other categories as appropriate to the school and faculty position in question.
5. The faculty share an interest in the effective functioning and long-term financial health of the University, and understand that financial emergencies may require changes in faculty employment conditions on a more rapid time scale than envisioned in these principles. In the event of such an emergency in any school, the dean should consult with the appropriate representative faculty body of the school regarding solutions, and report the nature of the emergency and intended actions to the Faculty Senate, prior to taking any of the actions covered in point #1.

The Senate recognizes that, in some cases, faculty bylaws, collective bargaining agreements, or unique circumstances specific to a particular school or individual may require modification of these principles. Modifications at the school level should be the product of a transparent and inclusive process involving meaningful faculty participation within that school. Modifications at the individual level should be freely accepted by that individual, with full awareness of the substantive and procedural protections that would otherwise apply .

Faculty Affairs Subcommittee History of Proposed Principles Relating to Faculty Employment

In 2018 the Faculty Affairs Committee (FAC) was charged with examining the meaning of tenure. This charge grew out of changes at the Medical School in how faculty, including tenured faculty, are supported and compensated. The central issue was changes to terms of tenured faculty. While procedures regarding the granting of tenure are controlled by individual schools, tenure itself is granted by the Trustees and governed by the University-wide “Policy on Academic Freedom, Tenure and Retirement” adopted by the Board of Trustees in 2014. This document, however, contains few specifics and few substantive protections for tenured faculty. Over the course of two years, the FAC gathered information and input from multiple constituencies as it worked towards a more detailed statement of the meaning of tenure at Tufts.

Events at the Dental School in Summer 2020, along with concerns expressed by faculty from other schools where tenure is rare or non-existent, led the FAC to broaden the scope of its efforts to include conditions of employment for all faculty, not only those within the tenure stream. In keeping with the Faculty Senate’s interpretation of its responsibilities, the FAC chose to work towards a meaningful statement of principles to be adopted by the full Senate. These principles can serve to inform the administration of the Faculty Senate’s perspective on the importance of faculty protections.

The Committee gathered and discussed information, and examples of contractual language, from multiple schools within the University, and received feedback on preliminary versions of the proposal from the full Senate, Vice Provost Dunn, and the Provost’s Council. While they did not raise concerns with any specific provisions, several school deans expressed concern that the proposal is too specific and detailed, and impinges on the autonomy of schools. The Committee believes, however, that the standards expressed in the proposal are eminently reasonable, and that this level of detail is necessary for the protection of faculty from arbitrary actions. In partial response to the deans’ concerns, the proposal includes language recognizing the need for flexibility in specific situations.

Faculty Affairs Committee, AY 20-21

Olympia Karacosta, TUSDM, Co-Chair

Roger Tobin, A&S, Co-Chair

Tom Dannenbaum, Fletcher

Matthan Nirupa, Friedman

Dominique Penninck, Cummings

Ellen Pinderhughes, A&S

Mary Jane Shultz, A&S

June 2, 2021