

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

The University Faculty Senate met at 8:00 am on Wednesday, September 8, 2021. Present at the meeting were Remco Chang (Engineering), Brent Cochran (TUSM), Tom Dannenbaum (Fletcher), Misha Eliasziw (PHCM), Janet Forrester (TUSM), Sonia Hofkosh (A&S), Olympia Karacosta (TUSDM), Carl Kirker-Head (Cummings), Cynthia Leveille-Webster (Cummings), Anne Mahoney (A&S), Michael Malamy (TUSM), Kris Manjapra (A&S), Nirupa Matthan (HNRCA), Mitch McVey (A&S), Elena Naumova (Friedman), Kevin Oye (Engineering), Aikaterini Papatthanasiou (TUSDM), Ellen Pinderhughes (A&S), Erin Seaton (A&S), Agnieszka Trzcinka (TUSM), 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, and President Jette Steen Knudsen presided over the meeting.

Regrets: Leila Fawaz (Fletcher), Fulton Gonzalez, Nicole Holland (Dental), A&S, Melissa Mazan (Cummings), and Mai Vu (Engineering).

1. Welcome and introductions
 - a. Approval of minutes from June 9
 - i. Motion and second, passed unanimously
 - b. Introductions for benefit of new senators
 - c. Handbook and bylaws on website and in Box folder
 - d. New senator orientation on Monday, 9/13
2. The year ahead - Jette Steen Knudsen, President
 - a. Overview of Senate structure – a committee preference survey will be going out
 - b. Goals are to provide input to university-wide policies, encourage dialogue with administration
 - c. Provost search - have requested for Senate to meet with the short list candidates when the time comes
 - d. Finance officers will be coming to October Senate meeting; will poll for questions in advance
 - e. November meeting will be a panel discussion with President Tony Monaco and TUSM Dean *ad interim* Helen Boucher regarding the Wellforce partnership
 - f. December - incoming Provost *ad interim* Caroline Genco will be invited
 - g. Discussion
 - i. Request to limit presentation times in favor of plenty of Q&A time
3. Senate committees – brief presentation of ongoing work and priorities
 - a. Budget & Finance Committee– Janet Forrester
 - i. Committee has been in a reactive mode since COVID
 - ii. Working on developing a guiding principles document intended for use by administration in making budgetary decisions
 - iii. Also working on means of accountability for implementation of guiding principles
 - b. Diversity, Equity & Inclusion Committee – Henry Wortis
 - i. Topics left over from last year:
 1. Legacy admissions as a negative impact to diversity
 2. Accountability of university DEI efforts – have weighed in with the “Tufts as an Anti-Racist Institution” initiative
 3. Restorative justice – looking at whether to include in dispute resolution
 - ii. Discussion
 1. How does senate address questions that arise (e.g. DEI education, outside consultants vs. in-house, etc.)
 - a. Any of those issues can be taken up by committee
 - b. CDOs are always willing to work with DEI committee
 2. How does committee communicate back to initiators of issues?
 - a. Past year process has been varied; usually draft a response to CDO or senate

- b. Consider codifying response process
 - c. Consider ways to emphasize inclusion of DEIJ ethos into all committee work
 - iii. Educational Affairs and Policy Committee– Chantal Zakari
 - 1. First meeting coming up
 - 2. Last year – met with University Counsel regarding intellectual rights policies
 - a. Examining the distinction between remote teaching (as during COVID) and online teaching
 - b. Akiyo Fujii from the General Counsel’s office will come to a committee meeting in October
 - 3. Sustainability initiative
 - a. Report coming down from administration that senate could weigh in on
 - iv. Faculty Affairs Committee – Olympia Karacosta
 - 1. Last year worked on ombuds position, contract appointments
 - 2. Addressing TUSDM events, created a resolution that the Senate passed on to deans for response
 - 3. Looked at TUSM tenured faculty issues, developed resolution regarding faculty employment
 - 4. Looked at ways Senate can work better with administration
 - v. Nominations – Carl Kirker-Head
 - 1. Responsible for appointing faculty representation to university committees
 - 2. Would like to look for ways that the process could be streamlined
 - 3. Currently need to find candidates for SOE dean search and Trustee committees
 - vi. Research & Scholarship – Brent Cochran
 - 1. Put out a survey of faculty on the impact of COVID restrictions on research
 - 2. Working with OVPR on a survey this fall about research and research needs
 - 3. Looking at creation & management process of centers & institutes, working w/Kevin Dunn
 - 4. Looked at ethics of gift policy in light of Sackler and Epstein scandals
 - 5. Long-standing interest in grants management across university
 - vii. Discussion
 - 1. How will senate participate in NECHE accreditation self-study process?
 - a. Dawn Terkla is putting committees together for accreditation in 2023; some senate members have been approached to serve
 - b. Self-studies beginning this semester
 - c. Consider inviting Dawn to senate meeting
4. Compliance with Tufts University vaccine mandate – Kevin Dunn
- a. Update: Consensual relations policy is now official and published
 - b. Tufts’ vaccine policy is that all members of community must get vaccinated or get an accommodation, or else work entirely remotely
 - c. Addressing non-compliance of very small number of people
 - i. Currently reaching out to non-compliant to ascertain their reasons
 - ii. Regarding non-compliance
 - 1. No change in policy until 9/17; must begin process of compliance by 9/30, or will not be allowed on campus
 - 2. Beginning in October, will be required to take unpaid leave until compliant
 - 3. Final step will be to then consider termination
 - iii. Need senate input on policy, but need it quickly
 - iv. Legal consultation allows for deeming non-compliance as resignation as of Oct. 30
 - d. Discussion
 - i. This policy would need to become part of faculty handbook, as vaccines will likely continue to be needed
 - ii. Consideration of suspensions: the unpaid leave portion of the policy is essentially a suspension
 - 1. COVID will continue to be with us, as well as new viruses; longer-term solution is needed

2. Re: idea of suspensions longer than a month: creates issues with staffing, but will take feedback
- iii. How to handle denied accommodation requests – hold hearing with adjudication?
- iv. Consider sending strong message to community, as a health science institution: advocate for termination rather than suspension
- v. How will university articulate policy change as basis for constructive resignation theory?
 1. Concerns about ramifications to tenure without specific limitations to policy
 2. Specific situation warrants special measures
- e. **Motion:** The Senate endorses the policy as currently outlined, and encourages the Provost's Office to continue refining it, taking into account the importance of limiting the theory of constructive resignation to situations where the health of the community is at risk.
 - i. Second, motion passes

5. Executive Session

6. Adjourn