

Tufts University Faculty Senate
October 13, 2021, 8:00-9:30am
Via Zoom

The University Faculty Senate met at 8:00 am on Wednesday, October 13, 2021. Present at the meeting were Remco Chang (Engineering), Brent Cochran (TUSM), Tom Dannenbaum (Fletcher), Misha Eliasziw (PHCM), Leila Fawaz (Fletcher), Janet Forrester (TUSM), Fulton Gonzalez (A&S), Sonia Hofkosh (A&S), Nicole Holland (Dental), 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), Melissa Mazan (Cummings), Mitch McVey (A&S), Elena Naumova (Friedman), Kevin Oye (Engineering), Aikaterini Papathanasiou (TUSDM), Ellen Pinderhughes (A&S), Erin Seaton (A&S), Agnieszka Trzcinka (TUSM), Mai Vu (Engineering), Parke Wilde (Friedman), Henry Wortis (TUSM), and Chantal Zakari (SMFA), along with guests Executive Vice President Mike Howard and Vice President of Finance Jim Hurley. *Ex officio* members Provost Nadine Aubry and Vice Provost Kevin Dunn were also in attendance, and President Jette Steen Knudsen presided over the meeting.

1. Approval of minutes from September 8, 2021
 - a. Motion and second, passed unanimously
2. Brief update from Jette Steen Knudsen, Senate President
 - a. University-wide faculty meeting on 10/20
 - i. Purpose is to inform colleagues about the Senate
 - ii. Think about key priorities and how best to work with administration
 - iii. Suggestion to focus on what Senate has been doing as well as future tasks
 - iv. Request for committee chairs to join
 - b. Vaccination non-compliance - Kevin
 - i. Will need an appeal process, consisting of a panel of five peers
 - ii. Requesting that Senate provide list of 5-6 people to hear the case
 - iii. Possible time commitment – 10-12 hours
 - iv. If interested, contact to Kevin
 - c. Campus Safety disarming issue - EVP Mike Howard
 - i. Working group of faculty, staff, and students is investigating whether current arming status should be modified
 - ii. Charge to explore the issue grew out of the Campus Safety & Policing workstream of the Anti-Racism initiative
 - iii. Will be holding town hall forums to gather community feedback
 - iv. Looking to engage all perspectives – will hold small focus groups, including faculty
 1. So far two senators have expressed interest; would like more people
 2. Will be an hour via zoom
 3. Considering the possibility of having different policies for different campuses according to the varying needs
 - d. Suggestion that it would be helpful to have a list of senators' interests and number of committees they feel they could handle, as well as a list of committees that need to be staffed
 - i. ExComm will explore
3. Tufts finances – EVP Mike Howard and VP Finance Jim Hurley
 - a. See appended slides
 - b. Discussion
 - i. How will budgetary surpluses affect tuition and faculty salaries
 1. Funds pulled from endowment during COVID; issue currently under discussion
 2. Reduced tuition increases this year; looking at salaries in light of the fact that there was no increase last year, as well as current inflation rates
 3. Additional pressures on budget
 - ii. Faculty salary is critical to retention
 1. Faculty being lured away to other institutions because of lack of competitive salaries at Tufts

2. Also affects Tufts' DEIJ work
3. Facilities are being closed because of loss of faculty/inability to attract new faculty
4. Tufts is getting a reputation for the "revolving door"
- iii. Re: climate mitigation efforts
 1. Sustainability Council has re-formed and expanded; will be creating a plan
 2. Nadine has commissioned a group to look at energy and environment
 3. Tufts has the pieces to become a leader in the movement
 4. Setting up to do bold and transformative work
- iv. Suggestion to have a target to get off the list as one of the nation's most expensive universities
- v. Target enrollment numbers – how are they set?
 1. Deans set enrollment goals
 2. Number of students enrolled affects numbers of faculty and resources
 3. Also concerns about overcrowding in dorms – use resources for short-term relief?
 - a. Trying to bring more students onto campus, looking at new residence hall
- vi. Tufts as Anti-racist institution – how is funding being distributed?
 1. Spread across financial aid, CDO office, grad aid, others
 2. Transparency is a goal
- vii. Online education – pedagogy vs. revenue
 1. Some programs working well, others not
 2. How are decisions being made?
 3. Some courses are needed online – access, workforce training, etc.

4. Executive Session (30 min)

5. Adjourn