

Tufts University Faculty Senate agenda
February 9, 2022
8:00-9:30 am
Via Zoom

The University Faculty Senate met at 8:00 am on Wednesday, February 9, 2022. 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 Papanthanasidou (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, Vice President for Human Resources Kim Ryan, and Dr. Steven Kaminsky (TUSDM). Also present was guest observer Skyler Goldberg. *Ex officio* members Provost Caroline Genco and Vice Provost Kevin Dunn were also in attendance, and President Jette Steen Knudsen presided over the meeting.

1. Welcome and approval of minutes of the Senate meeting on January 12, 2022
 - a. Motion and second; passed unanimously

2. University-level guidelines for merit pay and performance review - Executive Vice President Mike Howard and Vice President for Human Resources Kim Ryan
 - a. See distributed slides
 - i. Overview of university resource allocation
 - ii. Overview of merit pay process
 - b. Discussion
 - i. Are there university guidelines for deans to follow?
 1. Merit, compensation, and tenure & promotion are priority topics for Provost Genco
 2. Plans for faculty support being presented to Trustees at their February meeting
 3. Considering additional Provost's office staff to address faculty support
 4. Concerns that the very small percentage "merit" increases do not keep pace with inflation, so that some effectively earn less over time; would it be better to differentiate merit and cost-of-living increases?
 - a. Tufts does not differentiate; currently looking at changes in cost of living factors
 - b. Failure to keep up with cost-of-living increases leaves faculty vulnerable to positions elsewhere
 - i. Plans include addressing all aspects of faculty retention
 5. Criteria for merit increases, and communication of criteria
 - a. Need clear communication about what expectations are for merit increases – criteria such as DEI, team science, community service
 - b. Looking at how to communicate better to be clear with faculty
 - c. Plans will be communicated soon, feedback will be requested
 6. Quality of life at an academic institution
 - a. Many departments are losing administrative support, having to do increasing amount of administrative work
 - i. University has been in an expense-control mode; paring down staff has been one method of saving resources
 - ii. Exploring strategies to ensure we have the infrastructure that we need – will be investing in priority areas

- ii. How can we develop better transparency regarding compensation ranges across the university?
 1. Concerns about competing with private sector pay levels
 2. Putting guidelines in place will still allow deans to apply field expertise to decisions
 - iii. Executive committee looks forward to meeting with administration on this topic
3. Executive Session
 - a. Update about the faculty situation at TUSDM - Dr Steven Kaminsky, Chair, Faculty Advisory Council
 - b. Update from UFS Committees

Attachments:

- Merit Pay Process presentation slides
- Note from ExCom with questions about the use of the merit pool
- Legacy admissions student letter
- UFS DEIJ Committee response to the legacy admissions student letter