

**Tufts University Faculty Senate Minutes**  
**March 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), Nirupa Matthan (HNRCA), Mitch McVey (A&S), Elena Naumova (Friedman), Kevin Oye (Engineering), 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 guest Senior International Officer and Associate Provost Diana Chigas. 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.

Regrets: Kris Manjapra (A&S), Melissa Mazan (Cummings), and Aikaterini Papathanasiou (TUSDM)

1. Approval of minutes from the March 2, 2022 Senate special session
  1. Requested amendment
    1. Adjust to “summary of presentation”
    2. Motion and second to approve amendment – motion passed
  2. Approval of minutes as amended
    1. Passed unanimously
2. Update from the Senate President Jette Steen Knudsen
  1. On behalf of the Faculty Senate, Jette Knudsen was a co-signer on Tufts’ recent statement of solidarity with Ukraine
  2. Series of town halls upcoming on COVID status and measures
  3. Update on climate initiative will be coming soon from Parke Wilde
  4. Jette has been invited to join the presidential search committee
    1. Committee will be formed within the week; will be scheduling a series of listening tours
    2. Timeline: most of work will take place during spring and early summer
3. Ukraine and Tufts’ role – Diana Chigas
  1. Overview of actions to date
    1. Statement of solidarity sent out to community
    2. Ukrainian and Russian students reached out to individually with support resources
    3. There is general anxiety, a recent protest and vigil, various student activity
    4. Outreach is being done by student services and chaplaincy
    5. Government has instituted temporary protected status for Ukrainian citizens in the US; working with General Counsel’s office
    6. Working with Scholars at Risk network to host scholars (<https://www.scholarsatrisk.org/>)
      1. Funding has been set aside to assist schools with placing scholars, and hosting post-docs through OVRP
      2. Also working with other organizations with similar programs
      3. Contact Diana or your dean if your department is interested in hosting a scholar
      4. This program has the full support of the provost
    7. 250 study-abroad students are still abroad; no one is in the vicinity of the war. Administration is watching the situation
  2. Discussion
    1. Can program be scaled up if there is demand?
      1. Students are more difficult to place because we are at capacity;
      2. Talking with Advancement about whether there is interest in establishing a more permanent fund for situations like this

2. Thoughts from Tom Dannenbaum
  1. See appended email from 3/4/22
  2. Example of 6-month fellowships for Ukrainian graduate and post-doctoral students: [https://english.tau.ac.il/news/ukrainian\\_student\\_fellowship\\_fund](https://english.tau.ac.il/news/ukrainian_student_fellowship_fund)
3. Is there more that Tufts can do? (severing any business ties, divestment, etc.)
  1. Mike Howard is leading effort to look at investments for the purpose of divestment
  2. Concerns about Tufts' relationship with MGIMO (University in Russia)
    1. Some MGIMO students and faculty have expressed opposition to invasion and may be at risk, as the rector has expressed support
    2. Can Tufts put its name behind student opposition?
  3. Be proactive – reach out to colleagues in Ukraine
    1. Let Diana know of names for consideration
  4. Russian perspective – high level of fear, there is danger to their families if they seek to leave Russia
    1. Need specific suggestions on how to help those under threat
    2. Also need guidance on how to diffuse tensions here at Tufts
  5. Tufts has opportunity to demonstrate how to be both principled and effective – consider looking at a broader agenda
  6. Caroline will confer with Mike Howard about additional ways to help
    1. A Vice Provost for Diversity position is being created
    2. Happy to meet for further discussion on this topic
4. Committee presentations
  1. DEIJ – Henry
    1. Asked by student group to support a motion to end legacy admissions across university
      1. Some schools have already done so
      2. Legacy admissions are a significant impediment to university's priority of anti-racism
      3. Other colleges and universities that have ended legacy admissions: [www.collegetransitions.com](http://www.collegetransitions.com)
      4. Vet is considering removing question from application
    2. Motion: **Whereas a legacy admissions policy compromises the ability of Tufts University to make diversity, inclusion, equity, and justice a priority in admissions, and, Whereas ending legacy admissions is in keeping with the University's promise to make anti-racism a priority in university policy, Therefore, the University Faculty Senate recommends that Tufts University end legacy admissions in all schools, and remove questions about Tufts legacy status from its applications.**
      1. Motion & second
      2. Discussion
        1. Suggested friendly amendment to recommend removing the legacy question from all school applications
        2. Information can still be conveyed in application letters and other materials
        3. Privilege is often related to ability to apply to a selective university – this can be revisited at a future meeting
        4. Concerns about donor influence in admissions process – another issue to explore in future meetings
      3. Vote on amendment (final language above)
        1. Motion and second
        2. Amendment passes
      4. Vote on motion: motion passes with 91%; recommendation will be moved forward
    3. DEIJ committee response to anti-racism initiative
      1. Have been meeting with CDO team
      2. Current areas of interest:
        1. Currently all assessment of anti-racism efforts are internal; have suggested a committee of constituencies to evaluate impact

2. Concerns about placing the majority of emphasis on changing personal behavior, vs. institutional policy
    3. Concerns about expenditure of funds so far
  3. Addressing individual behavior is not a complete solution
2. Faculty Affairs – Tom Dannenbaum
  1. Ombudsperson update
    1. Have secured administration support for moving forward
    2. There have been some changes in approach from original proposal
      1. Position will now cover faculty, post-docs, & grad students
      2. Position will be a dedicated recruited professional, rather than part time for an existing position (will not preclude a retired faculty member from filling position)
      3. Reporting line will be to Provost's office
      4. Considering including mediation in job description
    3. Contact Tom or Olympia with any concerns about these updates
  4. Suggestion to reach out to an external resource to speak with Senate

5. Adjourn