

FAS-SEAS Senate Meeting
Thursday, January 18, 2024
3:30 PM – 4:00 PM: Closed Session
4:00 PM – 5:30 PM: Open Session
Dow Hall 100, 370 Temple Street
And on Zoom

Minutes
APPROVED

Senators Present:

Meg Urry, Chair, Rebecca Toseland, Deputy Chair, Andrea Aldrich, Marijeta Bozovic, Oswaldo Chinchilla, Michael Fischer, Alessandro Gomez, John Hall, Valerie Horsley, Maria Kaliambou, Greta LaFleur, Mordechai Levy-Eichel, Maria Piñango, Constance Sherak, Kathryn Slanski, Mark Solomon, Jason Stanley, Dara Strolovitch, Julia Titus, Paul Van Tassel, Jing Yan, Mimi Yiengpruksawan

Senators Absent:

Gerald Jaynes

Guests: Sybil Alexandrov, Felisa Bayness-Ross, Earl Bellinger, Alexa Belperron, Jeffrey Brock, Lynn Fiellin, Michael Fotos, Marion Gehiker, Tamar Gendler, Sandi Glithero, Shiri Goren, Peter Grund, Miki Havlickova, Karsten Heeger, MJ Hierro, Phillip Kass, Ninghui Liang, Jane Lynch, Dylan McKay, Tim Newhouse, Luna Nájera, Nathan Roberts, Ian Russel, George Syrimis, Maria-Lourdes Sabé Colom, Jianhua Shen, Julia Silvestri, Stephanie Spangler, Nina Stachenfeld, Chuanmel Sun, Camille Thomasson, Yu-Lin Wang, Peisong Xu

Closed Session: 3:30 PM – 4:00 PM

- Brief updates from Committee Chairs about ongoing or planned activities. (Various)
- Update on plans for faculty lunches at colleges. (Valerie)
- Suggestion to invite Corporation liaisons to talk about university governance in an environment of external oversight.
- Discussion of any other matters.

Open Session: 4:00 PM – 5:30 PM

- **(Don't) Pass the Harasser** (4:00-4:30 PM)
Philip Kass, Vice Provost for Academic Affairs and Distinguished Professor of Analytic Epidemiology and **Sandi Glithero**, Associate Director of Academic Employee Relations at the University of California at Davis will brief the Senate on their institution's successful implementation of a Stop "Passing the Harasser" Policy (the associated release form is available by clicking [here](#)).

- **Status and Condition of Instructional Faculty in FAS and SEAS (4:30-5:30 PM)**
Last May, the Senate released a [Report](#) on the status and condition of instructional faculty in FAS and SEAS. FAS Dean **Tamar Gendler** and SEAS Dean **Jeffrey Brock** will address the Senate on the report's findings and recommendations.
- **A convivial reception with food and drink will immediately follow the meeting to celebrate the start of the new semester.**

3:30 PM – 4:00 PM: Closed Session:

FAS-SEAS Senate **Chair Meg Urry** called the closed session of the FAS-SEAS Senate meeting to order at 3:30 PM. She presented the minutes from the December 14, 2023 Senate meeting and asked if there were any edits. Having none, she asked for a show of hands to approve these minutes. It was unanimous and the minutes from the December 14, 2023 FAS-SEAS Senate meeting were approved.

Ms. Urry called on chairs of the FAS-SEAS Senate committees to offer brief updates:

- **Maria Piñango** – Diversity Committee – **Ms. Piñango** reported that the committee will look to the DEI (Diversity, Equity and Inclusion) Office to see what they are currently doing to address DEI issues at Yale.
- **Paul Van Tassel** – Science and Engineering Committee **Mr. Van Tassel** reported that the committee is looking at Graduate Student Unionization. They arranged for **Joe Sarno**, chief union negotiator for Yale to present at December meeting. **Mr. Sarno** reported on particulars of the contract which showed that faculty's educational concerns were addressed and not changed from where they were before unionization, and that the contract addressed mostly managerial issues. It was noted that the most significant issue now is the rise in costs for students, and the administration needs to address what resources will be made available to help individual departments handle the increased cost of graduate student support.
- **John Hall** – Undergraduate Admissions and Education Committee **Mr. Hall** reported that committee members will participate in the mental health training that Deans took last spring. They will report on whether they think it can be adapted for all faculty so they can better deal with students who are experiencing mental health issues. He also noted that the committee continues to work with the Admissions Office to encourage more faculty input for various aspects of the admissions process.
- **Jing Yan** – Governance Committee – **Mr. Yan** reported that the committee is reviewing the Faculty Handbook, what has been updated, and when updates were made. The committee's aim is to learn the process by which the Faculty Handbook Committee determines changes, and will request that the committee obtain input from faculty before changes are made. Also, they will request that FAS and SEAS be made aware of any changes that affect their faculty.
- **Marijeta Bozovic** – Faculty Advancement Committee – **Ms. Bozovic** said that the committee is looking into the situation of when faculty are hired in January (halfway through the year), and receive tenure in January, that they have not been receiving full-tenure salaries until July, and thus this creates a disadvantage for these hires.
- **Mark Solomon** – Peer Advisory and Ombuds Committee – **Mr. Solomon** reported that he and **Jill Campbell** met with General Council **Alex Dreier**, who they sense is opposed

to such an office. **Mr. Dreier** also said because there will be a change in the President, we should consider waiting for a new President to take office before continuing to request an Ombuds office. Also, **Mr. Dreier** said that he would be more comfortable if the office could be called something other than “Ombuds.” The committee is working on a report to give to the new president when he/she takes office. **Alessandro Gomez** noted that if the committee decides to wait until a new president takes office, this issue may take additional years to be addressed. It was also noted that President Salovey in all probability would not want to create an ombuds office before he leaves office.

- **Alessandro Gomez** – Budget Committee – **Mr. Gomez** reported that the committee has contacted all the chairs of the science and engineering departments asking for information on raise percentages since 2018 so the committee can see how much underpaid these faculty are in relation to their peers. This information will be shared with CESOF Committee.
- **Paul Van Tassel** – Committee on Outreach, Nominations, and Committee on Committees announced that there will be 11 open positions that we will be electing this spring that will bring the number of senators to the 25 stated in our By-laws. He noted that we need to elect a junior person in Social Sciences, and if we don’t elect one this round, we will be one senator short from the number we should have.

Ms. Urry talked about outreach efforts that the Senate is planning to do this spring, and they include:

- Currently we are making a list of Senate accomplishments for each year and will circulate and include it on the Senate’s website.
- Making the website inviting and informative.
- Organizing weekly faculty lunches with senator/s to foster faculty community at Yale.
- Organizing breakfast event in HQ from 8-11 AM for breakfast with senators attending to answer questions about the Senate.
- Begin recruiting people who senators think might be interested in running for a senate seat. Send these suggestions to **Paul Van Tassel**.
- Organizing a recruiting reception.

Ms. Urry noted that we are also working on having a better connection with the Yale Corporation other than meeting with them organized by the administration. She said that we are planning to send the Corporation an invitation to attend a Senate meeting. She also said that we are working on gathering data on course evaluation issues that have recently come up.

Ms. Urry ended the closed session of the FAS-SEAS Senate meeting at 4 PM.

4:00 PM – 5:30 PM - Open Session:

FAS-SEAS Senate Chair **Meg Urry** began the open session of the FAS-SEAS Senate meeting at 4 PM. She introduced Senator **Mark Solomon** who organized a discussion on (Don’t) Pass the Harasser. **Mr. Solomon** introduced the two speakers he engaged to speak on the topic - **Philip Kass**, Vice Provost for Academic Affairs and Distinguished Professor of Analytic Epidemiology and **Sandi Glithero**, Associate Director of Academic Employee Relations at the University of California at UC Davis. **Mr. Kass** and **Ms. Glithero** spoke about their institution’s successful implementation of a Stop “Passing the Harasser” Policy (the associated release form is available

by clicking [here](#).) **Mr. Kass** said that the university implemented a form that goes along with their application and requires the applicant to agree that if they are considered for hire, we can contact any of their prior institutions to inquire if they were involved in any case of substantiated misconduct. He said that if the applicant does not sign the form, their applications are considered incomplete and they are not considered further. He explained that UC Davis has had success in the process of contacting institutions to check about any substantiated misconduct, and that so far, they have not received any reports of misconduct. They both explained that they do have a process in place in the event that they do receive a report of misconduct by an applicant being considered for hire. In this case, they discuss with the candidate the report that they received, and hear their side. Then they would consult with the department chair, the dean, and internally with the Department of Academic Affairs and Campus Council, and discuss what they learned. Given this information, they would ask the department chair and dean and internally with the Department of Academic Affairs and Campus Council if given all the information gathered, do they want to move forward with the hiring process. They were asked if they had to hire an additional staff member to implement this process, and **Ms. Glithero** noted that so far, she is able to handle the extra steps it takes to implement this process without needing extra help. **Ms. Urry thanked Mr. Kass and Ms. Glithero** for taking the time to speak with the Senate, and noted that the Senate will continue to pursue this topic and may ask for further information from them.

Ms. Urry welcomed FAS Dean **Tamar Gendler** and SEAS Dean **Jeffrey Brock**, to the meeting to address the FAS-SEAS Senate's report from May 2023 on [Revisiting the Status and Condition of Instructional Faculty](#). **Dean Gendler** said that she and **Dean Brock** noted that they want to ensure that all instructional faculty who work in FAS and SEAS are respected for the work that they do, and that their goal is to show respect and provide resources for these individuals. **Dean Gendler** began by explaining that salary scales differ widely across schools, divisions, and disciplines, and noted the constraints that these differences create for how salaries are calculated. She explained that instructional positions are variable: multi-year vs. single year; full-time vs. part-time; lector vs. lecturer; curricular coverage. Regarding compensation, she noted that compensation was increased for instructional faculty to bring them in line with the cost of living, and benefits were added for all benefits-eligible faculty: short-term medical disability, laptops, subsidized lunches, phased retirement, teaching relief for child-rearing, and noted that other benefit enhancements are being explored. She said that annual travel grant funds have increased to \$1,500 for 2023/24, and that Senior Lecturers II and Senior Lectors II are now eligible for PI status. Also, she noted, there are additional professional development funding and leave opportunities, and there is now an annual FAS Dean's Award for Inclusion and Belonging for an instructional faculty member. She noted other changes that have been made, and they are: the terms "instructional" or "research faculty" have replaced "non-ladder faculty" in FAS communications; that the FAS Dean's Office solicits input from instructional faculty of all ranks to inform major decisions, works with departments to improve departmental dynamics and instructional faculty inclusion, and provides funds to departments for community building. **Dean Gendler** also noted that in collaboration with OIR, the FAS Dean's Office continues to improve records for instructional faculty appointments and they are streamlining the appointment letter process. She then outlined ongoing efforts to balance systematic case-by-case efforts: distinguishing FAS-wide and University-wide areas of responsibility; annual consideration scales; determining how best to support and evaluate teaching, and the mentoring of instructional faculty members accordingly; consult and listen to ensure that efforts serve intended purpose;

work with facilities to have deeper and earlier engagement with departments on space needs and space planning efforts. **Dean Brock** spoke about SEAS and said that he is in alignment with everything the FAS Dean's Office is doing, and he is doing the same for SEAS instructional faculty. He stressed that a key issue is honoring and acknowledging professional development for instructional faculty, and that SEAS includes instructional faculty in all departmental activities, which in turn promotes a strong community among SEAS faculty and students. **Rebecca Toseland** said that she encourages the FAS and SEAS Dean's Offices and the Provost's Office to look closely at the salary scales for instructional faculty, and that we can do more to compensate instructional faculty at Yale. She also noted that another priority for instructional faculty is security of employment, and having this security would go a long way to making instructional faculty feeling valued, and would contribute to their productivity and excellence to know they have a pathway towards security of employment. She also talked about supporting instructional faculty as scholars, and although we now have professional development leave for instructional faculty, it should become a routine, non-competitive process. **Dylan McKay** asked about a professorial title change, and it would make him feel more welcome and that he made the right choice for coming to Yale. **Dean Brock** noted that this type of change is not easy to make. **Dean Gendler** explained in detail the steps that would need to be taken, and the changes that would need to be made, in order to make this happen. If this effort were to take place, we do not have the time it would take, or the people who would be needed, to vet instructional faculty in the same manner that we vet ladder faculty hires. In essence, we only give the title of professor only after an extraordinary amount of due diligence and vetting, and we're not in a position to increase the amount of that labor. **Michael Fischer** noted that when he began at Yale, there were no instructional faculty in his department of Computer Science. He is grateful that this has changed, and finds having instructional faculty in his area, is extremely important for faculty, and our students and faculty clearly benefit by having instructional faculty in our department. Yale's reputation for excellence in teaching and research is enhanced by its excellent instructional faculty, and we need to support them accordingly. **Dean Gendler** was asked about workloads and if they differ across disciplines, and also what is the status of PI's in relation to instructional faculty. **Dean Gendler** explained that teaching expectations are that a full-time position is 3 courses per semester (3 plus 3). In many cases, for example, ladder faculty in the humanities, are expected to teach 2 plus 2 because the remainder portion of their time is taken up conducting research. She explained in the case of physical sciences, many faculty teach 1 plus 1, and half of their teaching is laboratory supervision, and the remaining 1 plus 1, is dedicated to research. So, the standard is 3 plus 3, and there are variations on how workloads are structured. She also noted that the PI is for external sponsored research. **Mr. Van Tassel** asked about the future of instructional faculty at Yale, and if there will be an increase in instructional faculty in the future, and adding them to programs that have not benefited in the past from having instructional faculty? **Dean Gendler** said there is no way to predict the future in this area, and what she can say for certain, is that we will be hiring faculty who are excellent teachers. However, what form and proportion of their time that will be devoted to their excellent teaching, she does not know. **Dean Brock** added that there was a strong undercurrent within the Strategic Vision report in engineering, and especially among students, of strong interest in having some number of professors of practice coming from external industrial partners, not in a permanent role, but in visiting instructional roles.

Ms. Urry thanked **Dean Gendler** and **Dean Brock** for their participation, and with no further questions from the audience, adjourned the meeting at 5:35 PM.