

FAS Senate

AN ELECTED BODY OF THE FACULTY OF ARTS AND
SCIENCES
YALE UNIVERSITY

FAS Senate Meeting Minutes

Thursday April 12, 2018

Wright Laboratory, Rm. 216

APPROVED

In attendance:

Senators: Chair Matthew Jacobson, Deputy Chair Karen Wynn, Sybil Alexandrov, Marijeta Bozovic, Alexandre Debs, Beverly Gage, Shiri Goren, John Geanakoplos, Emily Greenwood, Brad Inwood, Ruth Koizim, Rajit Manohar, Reina Maruyama, Mark Mooseker, William Nordhaus, Charles Schmuttenmaer, Mark Solomon

Absent: Maria Doerfler, Emily Erikson, Jennifer Klein, Maureen Long, Ian Shapiro

The Faculty of Arts and Sciences Senate (FASS) Chair Matthew Jacobson called the meeting to order at 4:05 PM. He reminded all that the last FASS meeting of the semester is on a Tuesday instead of a Thursday, and the date is May 8, 2018 in Wright Laboratory, Rm. 216 from 4-6 PM with a catered dinner served. He said that there will be a separate meeting with incoming senators – date and time to be determined. Mr. Jacobson spoke about the catastrophic move-out of the people in HGS and that he cannot promise that the situation will be better, however he feels that communication is getting better with being provided with more specifics and noted that several who are moving have gone through walk-throughs of spaces that they will occupy and said there will be a meeting of the chairs of the departments in HGS, the FASS Executive Counsel, Lloyd Suttle and others from his office who are overseeing the move.

Mr. Jacobson is trying to schedule a meeting regarding instructional faculty computers, which Shiri Goren reported on. Ms. Goren said that the Provost's Office has cut the faculty ITS budget even more resulting in some instructional faculty no longer being entitled to receive computers.

Mr. Jacobson noted that in the first year of the FASS, and last year, FASS Chairs and FASS Deputy Chairs met with members of the Yale Corporation, and that this year, he is having a difficult time arranging such a meeting and was informed today that there will be no such meeting. He said that he is writing a strong letter to Martha Schall, who is the person who organizes meetings with the Corporation, to explain why it is important that the FASS have this meeting and that it is a mistake to think that this is an optional exercise. He said that he will send a draft of the letter to the FASS for their input before sending it. Ruth Koizim suggested that he include FASS members in the cc of the e-mail – she finds that this practice has positive effects when the recipient sees that there are other people who are interested. Mark Solomon noted that there are no active academics currently on the Corporation, and there is one on the ballot for the current election that he is supporting. William Nordhaus suggested that the letter be

directed to the President rather than to Ms. Schall. Mr. Jacobson said he will draft the letter to President Salovey.

Mr. Jacobson noted that the FASS is in year three of trying to get the administration to respond to the report done in year one on Yale's parental leave policy and noted that a letter has been drafted to the Provost by several people. He read a draft of the letter and asked the body to vote on approving that the FASS signs on to this statement of principles having to do with the policy and changing some of the current policies that are not in keeping with policies of our peer institutions. John Geanakoplos raised questions about fathers being given the same requirements that mothers receive. Karen Wynn said that this letter is focusing on five specific areas that are in need of addressing and said that we want to see a policy where all caregivers are treated the same and that women are not the only choice of being a caregiver, and that we have a neutral policy where individual families decide who will be the caregivers, and one where we value all caregivers. There were other questions and suggestions from the floor, and Rajit Manohar and Charles Schmuttenmaer noted that the part where it suggested "legal action will be taken" be removed because of its confrontational nature. Mr. Jacobson thanked the senators for their input and will send them to the committee before the final version of the statement is completed. Mark Mooseker made a motion for the FASS to sign on to this letter. Marijeta Bozovic seconded the motion. A vote was taken and it was unanimous that the FASS sign on to the letter to the administration on the parental leave policy.

Mr. Jacobson talked about the April 10, 2018 Town Hall on "Uses and Abuses of Power in the Academy: Cultivating a Culture of Bystander Action and Advocacy." He said there were about 90 attendees and noted that this was an important event for the 90 people who attended, and that the FASS is creating a tradition of having the power to convene important voices and put them on a stage to make important statements and provide important services to our community. He said that the session ended with a heart-wrenching statement by a graduate student, which the FASS needs to follow up on. In addition to whatever next steps that the FASS wants to take on gender equity on campus, he feels that we should plan on reaching out and doing some work with Lynn Cooley's office and Michelle Nearon's office in the Graduate School on the issue that was raised by the final speaker. Reina Maruyama noted that she was not able to stay for the entire presentation, and finds that these kinds of events at Yale are usually in the late afternoon and end at or after 6 PM, which puts her and other individuals who are caregivers at a disadvantage and suggested that Yale consider having important events begin earlier and end by 5 PM. Mr. Jacobson said considering starting earlier in the afternoon may bring up a different set of issues, however agreed that this is something to be considered and taken up as we prepare the schedule for the upcoming FASS meetings and Town Halls. Mr. Schmuttenmaer agreed with Mr. Jacobson. Mr. Geanakoplos noted that Emily Greenwood wrote a set of striking and brilliant vignettes for the Town Hall program and for comments from the panelists and the audience. Ms. Greenwood said that they contained situations that some would not immediately think of as offensive, however do rise to the level of discriminatory behavior.

Mr. Jacobson presented two sets of FASS meeting minutes for review and vote for approval. The first from the February 8, 2018 FASS meeting and asked for review, and in the interest of efficiency asked for a motion to approve these minutes pending corrections, and if any corrections come that change the substance, we will bring them back to the FASS for approval. He asked for any comments or corrections to the February 8, 2018 FASS meeting minutes. None were noted. He asked for a motion to approve,

which was made by Mr. Schmuttenmaer and seconded by Mr. Mooseker. A vote was taken and the minutes for the February 8, 2018 FASS meeting were approved pending corrections. Mr. Jacobson presented the March 8, 2018 FASS meeting minutes, which he noted were more complicated because Dean Gendler had not made her revisions to the part of the transcript with her comments and that we are still waiting for her comments. He asked that beyond Dean Gendler's statements, were there any questions, comments or revisions from the floor. Mr. Nordhaus commented that he did not see a need to have all of Dean Gendler's comments put into the minutes and Mr. Jacobson said that he agreed and has let Dean Gendler know that she could edit this part of the transcription and this is what we are waiting on. Mr. Jacobson asked for a motion to approve the minutes as they are pending corrections. A motion was made, a vote was taken, and the minutes for the FASS March 8, 2018 meeting were approved pending corrections.

Mr. Jacobson asked Ms. Maruyama for an update on the current FASS election. Ms. Maruyama said there are 18 candidates – 6 from Humanities, 6 from the social sciences, and 6 from the sciences. The voting began on Monday, April 8, 2018 and closes on April 20, 2018 and results to be finalized by May 4, 2018 with 10 seats to be filled. Ms. Maruyama reported that as of today there have been 150 votes cast and she asked everyone to keep reminding their colleagues to vote. Mr. Jacobson said that he and Jay Emerson will be sending reminders.

Mr. Jacobson asked for FASS committee updates.

Shiri Goren spoke about the Committee on the Status, Pay and Conditions of Instructional Faculty in FAS that is working on many issues. She said that today she heard that instructional faculty now have meals access to all the colleges with gate access available to all faculty between 11:30 AM and 1:30 PM.

Mr. Nordhaus spoke about the Governance and Institutional Policy Committee and said that the committee is considering whether to present a full report or just a report on recommendations for the future. He noted that the committee does not have all the information needed for a full report, so they plan to go with a report of raising the issues and recommending a presidential committee to do a review of where we stand in the restructuring of the FAS. He spoke about the 2014 Ad Hoc Committee on Decanal Structures that was involved with creating the present structure. This structure, he noted, has troubled many people including President Salovey. The committee was chaired by John Dovidio (Psychology), with members Dirk Bergemann (Economics), Emily Greenwood (Classics), Scott Miller (Chemistry), Linda Peterson (English) and Ramamurti Shankar (Physics). Mr. Nordhaus reviewed the three models presented by the committee for consideration and said that his committee wants to recommend that there be a five-year review of the Ad Hoc Committee on Decanal Structures' recommendation and implementation of the decanal structures now in place, how they were implemented and if they are successful. He said the Governance and Institutional Policy Committee will present their recommendations at the May 8, 2018 FASS meeting. Alexandre Debs, who is a member of the Governance and Institutional Policy Committee, said he spoke with people from peer institutions with a goal of learning about what is working well and what is working less well - people from Princeton, MIT, Stanford and Chicago who were either vice provosts or chairs of faculty senates. He said what he learned is that there is no perfect structure – most places seemed happy with their structure except for the changes at the University of Chicago where they had a decentralized system where the divisions were quite strong and faculty members felt that this helped with the academic mission of the University and that there is a new administration that wants to centralize that structure and there is a concern if this happens. Mr. Debs said that we do not have enough information to make strong recommendations. Mark Solomon noted

that he feels that there is no way that the committee can acquire the knowledge and expertise in a reasonable time to give recommendations, and that having a presidential committee provides a much more efficient way to obtain this information. Brad Inwood said that this is a piece of unfinished business, and creating a presidential committee seems to be a natural follow-up to an issue that has been on the agenda for some time. Mr. Nordhaus noted that the FASS is a continuing body that has the ability of follow-up and not just a committee that does its work and then disbands. He also noted that he is convinced that over the last two years, and with conversations with other universities, that the dean's office is understaffed. So, he said, when we address this issue with the Provost, we need to emphasize that the FAS Dean's office needs to have more staff. Ms. Koizim asked the group to be aware of the enormous step towards consolidation with the move of the President's Office and the Yale College Dean's Office and noted that the President is going to SSS and that the deans who are currently in SSS will be moved to One Hillhouse Avenue and she is concerned that staff – people who make less than \$60K a year – will be drastically cut and feels that this needs the FASS's constant vigilance. Ms. Wynn feels that instead of listening to the Provost say that we are over-staffed, we need actual statistics which may prove that we are understaffed and then we can make a proper recommendation on this issue. John Geanakoplos raised the question of the structure of the deans and the impact it has on the budget structure. Ms. Greenwood said that the transition of the FAS budget to the FAS Dean would only be credible if there were more staff with the aptitude to deal with budgeting. She said it makes it more urgent for the FASS to offer advice at this time on the structure of the FAS Dean's Office, which may be failing the academic mission of the FAS. She said the understaffing of the FAS Dean's Office get passed to FAS faculty who should be concentrating on their teaching and research, and she suggested writing a letter to the Provost and the FAS Dean regarding the staffing of the FAS Dean's Office. Brad Inwood noted that in a recent conversation with Dean Gendler when he asked why there are no longer regular departmental quality reviews, which are important in most universities for charting the path for discipline, the answer he received was that they do not have them because of lack of staff.

Mr. Jacobson asked for an update from Mr. Geanakoplos on the Faculty Advancement Committee. Mr. Geanakoplos said that the committee will be providing a draft summary of the faculty questionnaire at the next FASS meeting that will provide information on how the faculty, on a whole, feels, and will present our interpretation of what we think the answers reveal. He said there will also be recommendations on the results, and that after a discussion with the FASS, the committee will prepare a second draft that will probably not be ready until the Fall of 2018. Mr. Geanakoplos noted that one area where they plan to make a recommendation is in the hiring process, which is too drawn out, with low offers being made followed by raising of the offer. He said the recommendation would be to expedite the process and make offers that are competitive. There was a discussion on the issues that the new Committee on the Economic Status of Faculty (CESOF) is addressing and that these recommendations will be helpful for that committee for them to see what faculty feel the issues with hiring and retaining faculty are. Ms. Koizim asked that if CESOF is going to pull internal data on instructional research faculty salaries, she suggests that they pull out generals and heads of state from the data. Mr. Inwood said that this issue is being taken into consideration. Mr. Schmuttenmaer said he appreciates the work that the CESOF committee is engaged in, however feels that the FASS needs to continue to monitor its work to make sure that the what is reflected in the FASS committee's report and recommendations, is addressed.

Mr. Jacobson asked Mark Mooseker to give a report on the final report on the Bass Library. Mr. Mooseker noted that a lot of books are going, and there was mention in the report that students do not use books – that some have not “touched” a book in years. He said it also reported that faculty are upset and there should be some effort to engage the students in what books are. Mr. Mooseker said that there are two more forums for public statements to be held on April 19, 2018 and April 24, 2018, both from 4 PM – 5 PM at the library, and he encouraged people to gather their colleagues and attend one of these forums and

make their voices heard. Mr. Jacobson said that he feels that one aspect of freshman orientation should include the non-electronic aspects of the library. Mr. Nordhaus asked what Yale is doing about digitalization of our books – are we going to digitize books or are they just going away? Ms. Koizim questioned the way this is being handled and Mr. Jacobson encouraged people to attend one of the library forums to voice their concerns.

Mr. Jacobson said that one of the things coming up that the FASS should think about addressing is the renaming of buildings, and he said that there now is a process in place for renaming and that the FASS should be thinking of the process and how it is implemented when a building is being considered for renaming.

There was no further business, and Mr. Jacobson adjourned the meeting at 6:02 PM.