

# **FAS-SEAS SENATE**

**AN ELECTED BODY OF THE FACULTY OF ARTS  
AND SCIENCES AND SEAS**

**YALE UNIVERSITY**

## **An Open Letter to President McInnis, Provost Strobel, Deans Wilkinson and Brock on Instructional Faculty Hiring Cuts**

APPROVED by the FAS-SEAS Senate  
May 26, 2026

Dear President McInnis, Provost Strobel, and Deans Wilkinson and Brock,

The FAS-SEAS Senate is deeply concerned about cuts made to the faculty in AY 2025-2026. After hearing from many unit chairs and faculty, we are troubled by the lack of collaboration and communication with faculty when these decisions were made. We were also dismayed at how late in the academic year decisions were communicated to the dozens of faculty directly affected, some of whom have extenuating visa and health circumstances that merited more compassionate consideration.

To quote the recent Yale report on Trust in Higher Education: “Governance built on consultation is slower than governance by decree. It is also more legitimate and more likely to last.” With an eye to future difficult budgetary decisions, we strongly urge that faculty be engaged early in the process, at the stage when priorities are being identified. We ask specifically that faculty have regular input during deliberations on any reductions to faculty.

We propose the following recommendations regarding the contract reappointment process and to budget cuts more generally in FAS and SEAS—particularly when they so profoundly affect faculty, programs and curricula, undergraduate instruction, and the core mission of the university:

- Explain how and why decisions were made in AY2025-26. This should include a clear explanation of the steps taken to find other savings before cutting faculty positions, and the general criteria used to decide which positions were eliminated (e.g., teaching needs, course size, contract considerations);
- Before any further cuts to faculty are considered, communicate early and often with department and program chairs and FAS-SEAS faculty during the contract reappointment process for Instructional Faculty, setting expectations for

anticipated reductions and encouraging ongoing communication with vulnerable contingent faculty;

- More generally, as we face ongoing budget pressures, collaborate more fully with the faculty to develop the larger institutional vision and priorities governing anticipated budget cuts in FAS-SEAS, and communicate those priorities to the full faculty as they are identified.

We welcome Dean Wilkinson's planned meeting with the full faculty in the fall (email response to the AAUP letter from May 19<sup>th</sup> 2026) as a step in the right direction.

We believe that with early notice, clear lines of communication, and advance consultation with faculty resulting in greater shared governance, the FAS-SEAS faculty and Yale can weather ongoing and future budget cuts in the most humane, strategic, and effective way possible to align with our shared dedication to Yale's core mission.

The manner in which cuts to the FAS-SEAS faculty were made and communicated this spring has contributed to the erosion of internal institutional trust. The FAS-SEAS Senate aims to be a partner in helping to restore that trust, and we invite the administration to receive this letter in that same spirit.