

FAS Senate

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

Faculty of Arts and Sciences Senate Meeting

Thursday, November 21, 2019

4 PM – 6 PM

CT Hall, Rm. 201, 1071 Chapel Street

APPROVED

In attendance:

Senators: John Geanakoplos, Chair; Jennifer Klein, Deputy Chair; Sybil Alexandrov; Howard Bloch; Jill Campbell; Joseph Fischel; Alessandro Gomez; Shiri Goren; Matthew Jacobson; Ruth Koizim; Timothy Newhouse; Ruzica Piskac; William Nordhaus; Nikhil Padmanabhan; Charles Schmuttenmaer; Paul Van Tassel

FASS Program Coordinator, Rose Rita Riccitelli

Guests: Tamar Gendler; Steven Berry

Absent: Senators – Arielle Baskin-Sommers; Emily Erikson; Valerie Horsley; Hélène Landemore-Jelaca; Theresa Schenker; Ian Shapiro

John Geanakoplos, chair of the Faculty of Arts and Sciences Senate (FASS), opened the meeting at 4:05 PM. He presented the minutes from the FASS meeting of October 24, 2019 for review and asked for a vote of approval.

1) Approval of Minutes from FASS meeting on October 24, 2019

Minutes from the October 24, 2019 FASS meeting were presented for approval. They were unanimously approved with noted changes to be incorporated on undergraduate admissions.

2) Reports of the current FASS Committees:

Faculty Advancement Committee

Jennifer Klein reported on the committee's meeting with Scott Strobel as his new assignment as Provost to address salary issues, college tuitions report, faculty size; with our meeting with FAS Dean Tamar Gendler, we addressed parental leave and especially parental leave for instructional faculty. Ms. Klein noted that the next meeting of this committee will be scheduled

for after Thanksgiving. She noted the committee has been tasked with the issue of faculty size and asked for people to send the committee their ideas on this issue.

Governance Committee

William Nordhaus reported on this committee and talked about its past activities and the decanal review committee that is chaired by Steve Berry. He distributed a snapshot of the University's budget for 2019, including a chart depicting the relation of the FAS budget to the administrative structure, to other divisions of Yale (School of Medicine and other); and to questions of faculty governance. He noted that the FAS budget is a little more than half controlled by the deans and the structures of FAS, and a little less is controlled outside. Within the FAS there are three budgets – an area controlled by FAS Dean, an area controlled by Yale College Dean and an area controlled by the Graduate School Dean. He said that each is an independent report to the Budget Committee and to the Provost. Also, he said, the line items are set by the Provost. One of the issues with the FAS budget is that many of the expenditures are controlled outside the FAS structure (facilities, tuition discount, residential colleges, athletics and libraries). Consequently, this structure seems to hinder FAS ability to make decisions about priorities and trade-offs since so many areas lay outside of FAS control. The committee therefore suggests that the FAS would be far better served by having a unified budget and greater autonomous budget authority. Mr. Nordhaus believes that Yale has the most fragmented FAS budget in comparison with their peers. Regarding governance issues more specifically, Ms. Klein asked if there is a possibility that the FASS would be given the opportunity to advise on the appointments of divisional deans. Mr. Nordhaus asked the senators to send him suggestions for the Governance Committee to address.

Budget Committee

Jill Campbell reported on this committee and said she contacted Steve Murphy, VP of Finance, who has agreed to meet with members of the committee. She said before that meeting, the committee will discuss what they want to focus on and then the committee will send Mr. Murphy a set of questions in advance of the meeting. Ms. Campbell said the committee will report to the FASS on this meeting once it takes place.

Committee on Instructional Faculty and Academic Support

Sybil Alexandrov and Howard Bloch said that there is no report at this time for this committee.

Diversity Committee

Matthew Jacobson reported on this committee. He said that at a meeting of Undergraduate Admissions and Education Committee, he asked Jeremiah Quinlan about admissions and diversity. Mr. Quinlan said that this is something that Admissions is very good at. Mr. Jacobson said that the Diversity Committee will have its own meeting with Mr. Quinlan and Dean Larry Gladney to discuss best practices and the principles that office uses in cultivating diversity. The committee will also discuss ways that the admissions mechanism for diversity might be used to get some of that knowledge to faculty to use when working on graduate admissions and faculty searches.

Science and Engineering Committee

Alessandro Gomes reported on the committee's meeting with Scott Strobel and Jeff Brock. In his opinion he said that the meeting was useful because now we better understand how they plan to implement the *Science Strategy Report* going forward. He said there are committees formed to work on specific areas, and we let them know that we want to have some role in oversight of these committees. He noted that the committee plans to meet with the person who takes over the implementation from Scott Strobel once Mr. Strobel assumes his role as Provost. Nikhil Padmanabhan commented that the committee received positive feedback from Jeff Brock who said we should seek having oversight from FAS and that we should make that recommendation. The committee's next step is to meet with Peter Schiffer to continue the conversation. Mr. Gomez noted that there was a second Town Hall held in Engineering that discussed the future direction of SEAS; SEAS faculty will follow up with their own strategy report. They have also submitted a request of some items to Mr. Brock. He said the committee will proceed and report back to the FASS.

Ad Hoc Undergraduate Admissions and Education Committee

Shiri Goren reported that the committee met with Jeremiah Quinlan, director of admissions, and with Dean of Yale College Marvin Chun. She noted that both meetings were highly informative and interesting and that we were able to say what we felt and needed to be done. We received an insightful report written by the *Committee for Teaching and Learning* that was shared with just our committee and not for general distribution. The report showed that the CTL committee has done much of the work that we thought our committee needed to do, so our committee is looking into what we will need to do going forward. Mr. Geanakoplos said that Dean Chun has a committee that has gathered substantial data, and he promised to share statistics. One statistic Dean Chun did share was that Pell Grant and first-generation students who enrolled in Yale's summer program subsequently do well academically in comparison with the overall Yale College cohort. Mr. Geanakoplos noted that there are more statistics to come that should shed more light on this issue.

Outreach, Nominations and Committee on Committees

Mr. Schmuttenmaer reported that names have now been submitted for the committees that Dean Gendler is forming to study faculty service time and the CESOF recommendations. Mr. Geanakoplos noted that he advised Dean Gendler that in the future, the FASS would like to have input not only for members of important committees, but also have input for who will chair these committees. Mr. Schmuttenmaer said that for the FASS nominations role of this committee, we should have three non-senators and someone from the WFF (Women's Faculty Forum) as members; he asked senators to send him recommendations to fill these spots. He said that nominations needs to coordinate with the elections committee to ensure that both their lists of eligible people to run and to vote are the same. Regarding outreach, Ms. Klein recommended that we have a campus-wide get-together to promote the FASS and stressed that it is important that senators are present at this get-together. Mr. Schmuttenmaer said that the format has not been decided – it could be a luncheon or a reception and all faculty will be invited. He said that the committee with discuss and decide the format and the plan is to have this get-together in late January.

Peer Advisory and Ombudsperson Committee

Ruth Koizim noted that there is a handout with a new statement from this committee. She said that the committee plans reach out to various constituencies to let people know about the committee and what its purpose is and the various roles it can play for people. She noted that the committee can use one or two new members and welcomes volunteers from senators or suggestions from senators of people who may be appropriate to serve on this committee. Regarding the Ombuds proposal, Jill Campbell indicated that they are still waiting for the FAS Dean's Office to contact them regarding a date for meeting with key administrative personnel. This meeting, she noted, is to discuss the proposal. She said that the committee also plans to meet with the General Counsel's Office to discuss the proposal. Ms. Campbell noted that a 1964 Yale alum, John McBride is an expertise in this field and Charles Howard, executive director of the International Ombuds Association, could serve as helpful resources for these discussions. They are willing to participate in conversations on the legal aspect of ombudspersons and discuss the benefits to the University and to individuals who might bring concerns to the ombuds office.

Mr. Geanakoplos noted that he and Ms. Klein had a good meeting with the newly appointed Provost, Scott Strobel, who will meet the FASS at its January 16, 2020 meeting. He said that we told him that the FASS is the core of the University and that we feel that the Provost needs to pay attention to the core. We were gratified that he was eager to meet us and take it as a sign that he is genuinely interested in obtaining a greater understanding of the needs of the FAS and understanding how the FASS perceives shared governance.

3) Mr. Geanakoplos introduced Dean Gendler to discuss faculty hiring and the current slot count.

Dean Gendler shared a chart and information about size of the FAS and faculty slots. Dean Gendler asked Steve Berry to talk about faculty slots.

Steven Berry explained how each department has their own set of slots. There are a set of D slots that departments can use, and he explained that when someone leaves, departments can fill that position with a D slot. He noted that departments hold onto these slots and do not necessarily fill slots unless or until a satisfactory person comes along. There is also a communal pool that is represented by P slots. Rules were created where some D slots can become P slots and also some P slots can become D slots. He went on to explain the flow of the slots and noted that during the budget crisis, the University put a hold on hiring and so unfilled slots were not able to be filled. Regarding the number of slots, Mr. Berry said that the Provost, not his committee, decided the number of faculty should be reduced; the Provost then decided the number of FAS faculty would be 700—something that sounded like a nice round number. If the number of filled slots should be 700, the number of 777 would be the total including vacancy rate. Ms. Goren asked if we could expect that number to be changed in the future. Mr. Berry said it could change. Mr. Bloch asked if the University might consider spending less money somewhere else and more money on faculty. Mr. Berry said this is a possibility. Mr. Nordhaus noted that the 700 is talked about as a cap and feels that this should be considered as an average rather than a hard cap. He further pointed out that if we look at the size of other universities, they do not follow this model.

He also said that we could certainly make the proper tradeoffs for something as important as faculty size.

Dean Gendler resumed and concluded her presentation talking about the difference between head counts and slots. She made the point that the faculty size was approaching 700, and that there would not be room for much further expansion without counterbalancing reductions.

4) Singapore wrap up

Mr. Geanakoplos presented remarks on the *Pericles Lewis Report* regarding the course cancellation situation at Yale-NUS and the response by Mimi Yiengpruksawan. He noted that it is the opinion of the FASS that the situation was not handled very well by Yale - NUS since the course, which students had already signed up for, was abruptly cancelled, rather than postponed perhaps to another year due to the confusion of last minute changes. He also noted that cancelling it by accusing the professor of teaching a course that had no academic rigor was publicly disparaging, and unconvincing. He also said that the appointment of the first President of Yale - NUS as fact finder did not give the appearance of impartiality, no matter how thorough the investigation. Thus, the FASS Executive Council prepared a draft resolution that we are submitting to the senate and will ask for a vote on it once the draft is edited and approved, expressing our concern and proposal how Yale could. The resolution reads: *Yale establish clear criteria and procedures to determine if and how Yale should publicly respond to any such events in the future. This would include recommendations for which parties should be consulted to determine if an investigation is warranted and for the kind of personnel whether from the administration, the faculty or outside experts that should be deemed appropriate fact-finders. We recommend that an ad hoc committee with representatives from both Yale and Yale-NUS develop and recommend such criteria and procedures. Yale committee members would include representatives from the Yale NUS faculty advisory committee, the Faculty Senate, and other members of the Yale faculty. Yale-NUS committee members would be chosen from the College's leadership. The Yale delegation would constitute a majority vote on the committee. Their report might then be endorsed by the Senate and then passed on to the Presidents of both institutions. The final decision about whether or not Yale should intervene would continue to lie with Yale's President, but the principles and procedures set out by an ad hoc committee would both improve and legitimate Presidential decision-making.*

Mr. Geanakoplos asked for immediate comments from the floor and also requested that people send their comments on the resolution to him by e-mail. Ms. Koizim, Mr. Bloch, Mr. Schmuttenmaer, Ms. Goren, Ms. Campbell and Joseph Fischel offered some suggestions for changes. Mr. Geanakoplos said that the EC will take these and other suggestions into consideration and revise the resolution and submit it for voting on at the December 10, 2019 FASS meeting.

5) Speaker from the General Faculty

Mr. Geanakoplos invited Michael Fisher as a faculty commenter to the floor. Mr. Fisher noted that the campus climate concerning sexual assault on campus, as well as discrimination and harassment are all of great concern at Yale. While Yale administration is taking steps to turn the vision of a safe and inclusive campus into a reality, progress is slow and new barriers to realizing it have emerged. Mr. Fisher then spoke on his experience with the **Yale Skating Club**, a Yale-affiliated organization, open to all members of the Yale community and their families; as such, it

received special consideration for ice time at Yale Ingles Rink and at a reduced rate. He said that the club has been notified that Yale will no longer consider it to be a Yale-affiliated organization. As a result, ice time will now be limited, the group will be compelled to compete for ice time as an outside organization and against those who make higher bids. Also, he reported, the Club will be expected to pay higher rates as an outside entity, which it simply cannot afford to do. He petitioned on behalf of the Club to the Department of Athletics asking that the Yale Skating Club be allowed to continue as it has in the past. The Athletic Department agreed to put the decision on hold for another year and review its status. Mr. Fisher noted that other Yale-affiliated activities are also under the same scrutiny. He therefore has asked for assistance from the FASS to help deal with this situation.

Ms. Klein asked why the Athletic Department has the authority to make this determination regarding a Yale-sponsored club. Mr. Fisher said that he spoke to the president's office and the president's office advised that the Athletic Department has the prerogative to determine use-terms for an athletic facility and therefore the authority to make or change the rules.

6) Mr. Geanakoplos noted that, in response to the recent report on sexual harassment at Yale, a number of groups issued statements condemning harassment at Yale.

Mr. Geanakoplos was asked by Dean Gendler, on very short notice, to sign on to a letter condemning the campus sexual climate. However, since there was insufficient time to review it with other senators, so he deferred until the Executive Committee could do so.

Mr. Geanakoplos adjourned the meeting at 6:02 PM.