

FAS-SEAS Senate Meeting
Thursday, December 14, 2023
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
DRAFT (RRR.RT)

Senators Present:

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

Senators Absent:

Alessandro Gomez, Gerald Jaynes, Mordechai Levy-Eichel, Maria Piñango, Jason Stanley

Guests:

Jorge Anaya, Sean Barrett, Tim Barron, Ramia Bedoui, Beth Bennett, Xiuye Chen, Felisa Paul Forcher, Michael Fotos, Beverly Gage, John Geanakoplos, Shiri Goren, Zareena Grewal, Peijun Guo, Marion Gehiker, Larry Gladney, Patrick Holland, Harry Jain, Al Klevatorick, Reina Maruyama, Samantha O'Brien, Ian Quinn, Jeremiah Quinlan, Lourdes Sabé, Joe Sarno, Witold Skiba, Katie Trumpener, Cynthia Zocco Di Roma

Open Session (4:00 PM-5:30 PM)

FAS-SEAS Senate Deputy Chair **Rebecca Toseland** called the open session of the FAS-SEAS Senate meeting to order at 4 PM. **Ms. Toseland** introduced **Jeremiah Quinlan**, Dean of Admissions and Financial Aid, who is in his 11th year in this position, to talk about Yale College Admissions. **Mr. Quinlan's** colleagues from the Admissions Office, **Jorge Anaya** and **Samantha O'Brien** were introduced. **Mr. Anaya** is the new Senior Assistant Director for Student Access Programming, and **Ms. O'Brien** is the new Senior Assistant Director of Partnership Programming in the Admissions Office. **Mr. Quinlan** shared the current Yale Undergraduate Admissions Roadmap, especially in the light of the SCOTUS decision. He noted that Yale has the largest enrollment that it has ever had, with 1,650 first year students representing the class of 2027. And, he said, it is evident that a third of our students on campus today identify as either first generation and/or low income, which creates a very diverse Yale College. He shared information about the Class of 2027 who came to Yale in fall of 2023:

- 52,303 applicants
- 59% students of color
- 51% female
- 48% male
- 1% non-binary
- 22% Pell Grant recipients

- 21% first generation students
- 11% Legacy
- 1,225 high schools represented
- 53 US territories represented
- 53% speak other languages than English
- 1,647 enrolled
- 4.5% rate of admissions

Mr. Quinlan noted that for the upcoming class of 2028, they have admitted 70 fewer students with early action in order to reduce the total number of students who will be enrolled for this class. He reviewed the percentages listed above and shared numbers of students who have come to Yale in the last 5 years. He stressed that Yale cares deeply about diversity - our students love learning in a diverse community, our professors enjoy teaching a diverse student body, and Yale is committed to continuing its diversity of students that attend Yale. He said that diversity in the student body has had a positive impact on Yale's mission "to expanding and sharing knowledge, inspiring innovation, and preserving cultural and scientific information for future generations."

Mr. Quinlan described how the admissions process has changed since the SCOTUS decision, however he said that the process includes changes in which Yale will continue to have a diverse student body, and pointed out that currently we are less "white," more geographic areas represented, and more international applicants. He was asked about the possibility of getting rid of Legacy considerations, and responded that Yale has a diverse student body and has kept Legacy which proves we can maintain both. **Ms. Toseland** thanked **Mr. Quinlan** for his presentation and moved to the next agenda item.

Ms. Toseland introduced **Paul Van Tassel** to present **Joe Sarno**, Director of Labor Relations, and has been the lead negotiator for the university, who will provide an update on the graduate student unionization at Yale, the process, and the eventual impact of a union on FAS-SEAS faculty. He said that the process included management and bargaining committees – a Core Bargaining Team, an Implementation Task Force, a Professional School Committee, and a Policy Committee. The first bargaining session was held on March 3, 2023 and there were 27 bargaining sessions in all. These were positive and productive meetings that focused on language items first, then moved to economics. There was an off-the-record meeting on November 28, 2023 at which we reached a hand-shake final tentative agreement with Local 33 leadership, and we formalized our final tentative agreement on December 8, 2023. Local 33 plans to hold its ratification vote on December 15 and 16, 2023. He noted that the bargaining unit includes graduate and professional students who are teaching and writing fellows in GSAS, YG, and the professional schools. Also it includes students enrolled as PhD and Masters' candidates who serve as research assistants (RAs). However, it excludes all first year Yale School of the Environment (YSE) students appointed as RAs, and all students enrolled in PhD program in YSE appointed as RA's. Also excluded are first year students enrolled in the School of Engineering and Applied Sciences, except for students enrolled in the Computer Science Program. Also excluded are all first-year students enrolled in the Combined Program in Biology and Biomedical Sciences and appointed RA's, and all Investigative Medicine RAs. **Mr. Sarno** explained that the recognition of unionization for graduate students is a political issue, and depends on if there is a Republican or Democrat in office for whether graduate student unions will be allowed. Therefore, if the

President's political party changes at the next election and the law changes, we were asked to agree to have ongoing recognition. However, instead of agreeing to ongoing recognition, we made an agreement that the union will have voluntary recognition until December 31, 2031. He noted that our first contract is a 5-year contract that when ratified, will continue until July 2028 and thus will hopefully result in labor peace over the next five years. He talked about increases of various stipends and hourly rates that begin in the spring of 2024, with an initial large increase, and incremental increases each year thereafter of the length contract, and these increases were based on market analysis. He also noted the creation of funds that will go into effect in July 2024: a Healthcare Fund, a Family and Dependent Assistance Fund, a Technology Fund, and an International Fund. There were changes in Health Insurance Funds, especially for PhD's which provides 100% coverage for student and family. He noted that there are implementation teams in place to ensure smooth transition:

- Steering Committee responsible for overseeing the work of other implementation teams and filling in the gaps.

- Compensation and Benefits Team - responsible for compensation and benefits implementation and management.

- Administration Team – responsible for implementation of new administrative processes.

- Communications Team – responsible for oversight of all university communications (internal and external) concerning the settlement and implementation of the Local 33 agreement.

- Education and Faculty Support Team – responsible for the design of faculty training programs and plan to roll-out such training (in collaboration with the Communications and Administrative teams). Faculty and deans and administrators and registrars will be taught contract overviews, Labor Relations 101, and best practices and overarching principles. The initial rollout will be on Zoom and managed by Workday learning, and there will ongoing quarterly zoom training as well, including FAQ's based on feedback received. **Valerie Horsley** asked who faculty can contact with questions. **Mr. Sarno** said he will be the point person for now, however he will be hiring a Senior Labor Relations person whose role will be working with faculty, and managing the Local 33 contract. **Paul Van Tassel** asked about the costs of the contract and will these costs impact the size of the Graduate School, or will faculty have to come up with additional funding to cover the costs? **Mr. Sarno** said that the Provost is now working on this issue and it is his understanding that there will be some financial help to offset some of the initial costs. A question was asked if there are any specifications of minimum or maximum hours that students are supposed to work per semester? **Mr. Sarno** noted that with teaching fellowships, hours are up to 10, or up to 20 hours a week, and this will remain. With research assistants it is difficult to determine research from work, and so we remain vague on this and ask that students are told what is needed to meet the degree requirements to create the expectation that they have to do what they need to do to get it done. He noted that the only hours mentioned in the contract are for international students who are required to work no more than 20 hours a week, which is the amount required by law.

With no more questions for **Mr. Sarno**, **Ms. Toseland** adjourned the meeting at 5:35 PM.