

FAS-SEAS Senate Meeting
Thursday, February 15, 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, Michael Fischer, Alessandro Gomez, John Hall, Maria Kaliambou, Greta LaFleur, , Maria Piñango, Constance Sherak, Kathryn Slanski, Mark Solomon, Jason Stanley, Dara Strolovitch, Julia Titus, Paul Van Tassel, Jing Yan,

Senators Absent:

Oswaldo Chinchilla, Valerie Horsley, Gerald Jaynes, Mordechai Levy-Eichel, Mimi Yiengpruksawan

Guests:

Lindsay Barnett, Tim Barron, Lauren Di Monte, Sandra Aya Enimil, Timothy Newhouse, Hiroyo Nishimura, Thomas Pogge, Barbara Rockenbach, Julian Suh-Toma

Closed Session: 3:30 PM – 4:00 PM

FAS-SEAS Senate Chair **Meg Urry** called the closed session of the FAS-SEAS Senate meeting to order at 3:30 PM. She presented minutes from the January 18, 2024 Senate meeting and asked for comments and edits. There were none. **Ms. Urry** called for a vote to approve the minutes of the FAS-SEAS Senate meeting on January 18, 2024, a vote was taken, the vote was unanimous in approving the minutes from the FAS-SEAS Senate meeting for January 18, 2024.

Ms. Urry presented a draft letter on child care written by **Nina Stachenfeld**, Chair of Women Faculty Forum (WFF) for review, noting that the final letter will be signed jointly by the WFF, the FAS-SEAS Senate, and the Committee on the Status of Women in Medicine. The recommendations listed in the letter are:

- Increase the dollar amount available to parents through the childcare subsidy.
- Extend the subsidy to cover children through age 12.
- Use a wider range and more levels for the subsidy.
- Consider scaling the subsidy by the number of children when deciding on support.
- Consider salary, or percent of salary, devoted to childcare when deciding on support.

The letter also mentioned Parental Leave Policies, Support of Family Friendly Policies across all Departments and Schools, and on campus childcare facilities.

Ms. Urry asked for comments, concerns, or suggestions. The only comment received was a suggestion to estimate the cost of the proposed enhancements. She said she would send the draft letter by email to all senators and faculty, and offer any feedback received before the final letter is written.

Ms. Urry introduced the topic of the email sent from **Deans Tamar Gendler and Jeffrey Brock** on the glitch that occurred with last fall's teaching evaluations. She said that since these evaluations will have an impact on students' class choices, and there is a question if they should be published, we need further discussions with the Deans on this issue. It was noted that some evaluations will be positive, however there is the need to identify those courses most impacted, especially ones taught by instructional faculty. **Deans Gendler and Brock** do not feel there will be a huge negative impact, and **Dean Gendler** noted that she is present in tenure discussion meetings and therefore will be aware of this issue and will be considerate of it. And, also in the case of instructional faculty, chairs and deans in their respective departments will also be aware of this issue and will be considerate.

Ms. Urry noted that the FAS-SEAS Senate Executive Council (EC) will meet with two Yale Corporation Faculty Liaison Trustees on April 19, 2024 when they are in New Haven for a board meeting.

Ms. Urry noted that when the Executive Council (EC) and Deans meet on March 5, 2024, the meeting will include **Provost Strobel** and she asked senators to send their suggestions for agenda items.

Senator **Paul Van Tassel** presented an update on departmental outreach and Senate candidate recruitment that the FAS-SEAS Senate Committee on Outreach, Nominations, and Committee on Committees is undertaking. He noted that the election countdown has begun and asked senators to send their nominations to fas-seas.senate@yale.edu. He noted that nominees must be ladder faculty or full-time instructional or research faculty with multi-year appointments whose primary or fully joint appointments are in FAS or SEAS. Nominations will close at 11:59 PM EST on Friday, March 29, 2024.

Ms. Urry pointed out that there has been very poor faculty attendance at Senate meetings. She suggested that senators talk to their department and program colleagues to encourage them to attend Senate meetings. She also noted that the EC is planning outreach activities in order to promote the Senate and what it has accomplished since it was formed. She noted that there is a power point presentation that speaks of these accomplishments, and that we should stress that if you're not satisfied with how Yale is being run, then one needs to attend Senate meetings and also consider running for a Senate seat. **Alessandro Gomez** noted that finding topics that are of interest to faculty and present at Senate meetings would help generate interest for faculty attendance.

Ms. Urry noted that there is a "[Faculty for Yale](#)" website that recently appeared and sits on a Yale domain. However it does not represent all Yale faculty so there is concern about Faculty for Yale's assumption of representation. She would like the Senate to consider having a discussion at a future Senate meeting of the views espoused on this website, including a contrasting *Letter to the New President*. **Ms. Urry** noted that this closed session needs to be adjourned and that we will further discuss these issues at our next closed session.

At 4 PM, **Ms. Urry** ended the closed session of the FAS-SEAS Senate meeting, and called to order the open session.

Open Session 4 PM – 5:30 PM:

FAS-SEAS Senate **Chair Meg Urry** began the open session of the FAS-SEAS Senate meeting at 4 PM and welcomed faculty and guests. She introduced **Barbara Rockenbach**, the Stephen F. Gates '68 University Librarian at Yale University, and librarians **Daniel Dollar**, Associate University Librarian for Scholarly Resources, **Lindsay Barnett**, Scholarly Communication Librarian, **Sandra Enimil**, Program Director for Scholarly Communication and Information Policy, and **Lauren Di Monte**, Associate University Librarian for Research and Learning, to lead a wide-ranging discussion of the implications of Open Access academic publishing, with the hope of gathering faculty input to the issues that are discussed.

Ms. Rockenbach said that today the group will further share information about the Library's strategic directions and resource acquisition in making sure faculty, students, and worldwide scholars get what they need, and will talk about the values that we use in order to do that. **Mr. Dollar** said that open scholarship encompasses widespread sharing of a range of scholarly activities and outputs across disciplines; promotes inclusivity, transparent and trustworthy research, innovation and collaboration. He said that open access is the free, immediate, online availability of research outputs coupled with the rights to use these outputs fully. He explained APC (article processing charges) are intended to reduce the cost of burden of open access publishing by shifting APC's off the authors and onto institutions. APC comes with challenges and we are working to find a way to support open publishing. The group stressed that publishing is changing rapidly, and that there is no longer a need for publishers to hold all the power. The group gave examples of how authors routinely sign away their copyrights to publishers, and how authors could instead negotiate with publishers to keep some rights. They noted that the Library will help develop an author policy for Yale that will give us power in this negotiation. They also explained that faculty should be aware of the changing landscape of publishing in order to make sure that our priorities hold sway. To find out more on this issue, the group provided the following website to look at: <https://guides.library.yale.edu/openaccess/publications>. **Ms. Urry** gave the example of Nature, and **Mr. Dollar** agreed that Nature gets paid for open access publishing AND for subscriptions, and in a sense is double-dipping without reducing their subscription fees. He said that this situation is challenging, and there are efforts to change this. **Ms. Barnett** noted that right now, mostly with hybrid publishers, we are paying a subscription fee and a read fee. In the future, we hope to change this to one fee for both subscription and publishing costs. **Rebecca Toseland** asked if the costs change, what might be the risk to users? **Mr. Dollar** said that we want to shift toward an open access model, and if it's based on APC charges in Nature, that would be beyond our budget. What we're trying to negotiate is for agreements that we can reach that would transition our current spending, and fund open publishing in a financially sustainable model. **Ms. Rockenbach** noted that currently, we pay for everything and it's accessible just in case you need it. Another model is a "just in time" model where you cannot access it immediately but we can get access to the article that you need in a matter of seconds/minutes.

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power in negotiations. They also explained that faculty need to be aware of the changing landscape of publishing in order to make sure that our priorities hold sway. To find out more, they provided the following website: <https://guides.library.yale.edu/openaccess/publications>. **Marijeta Bozovic** noted that she was naive when it came to negotiating with publishers and suggested that faculty need to be made aware of negotiating with perhaps a training that they are offered (when hired?) that gives all of the information discussed here today. **Mr. Dollar** spoke about competing user demands for print vs on-line access with finite acquisition funds. Prior to COVID, and during and after lockdown, we have seen decreased demand for print books and increased demand for online books. Our consideration is where is the most usage and we've been moving more towards e-books. He noted that anytime we need to buy a print book, we buy it, and we also have access to a print book (9 million volumes) if need be, and we usually have it in a day or two. **Ms. Rockenbach** noted that there will always be print books available – perhaps not instantly, but there are libraries that will house print books for anyone wishing to use them. And, if you want a print copy of a book, we will be able to get it for you. **Ms. Rockenbach** asked if the Senate would be willing to review some documents relevant to faculty and if agreed on, recommend them to faculty in a step to help with faculty input in how the Library moves forward with changing landscapes. There was a discussion on how faculty manage open access publishing with various journals and the contracts that faculty sign on to that are not to their advantage. **Ms. Rockenbach** stressed that the Library can help faculty sort out these issues, and that this can be part of an ongoing conversation between the Library and faculty. **Ms. Urry** agreed that the Faculty Advancement Committee is the Senate committee to work on this with **Ms. Rockenbach** and her staff. (1:26)

Ms. Urry introduced **Julian Suh-Toma**, Yale College Council (YCC) President, and **Maya Fonkeu**, YCC Vice-President, to discuss the extensive activities and priorities of the undergraduate governing body. They explained that there are three main branches of YCC Government: the Senate comprised of 28 elective students, two from each college (and is the engine of policy), an Events branch (social events), and an Executive Branch (operations for each branch). **Mr. Suh-Toma** began the presentation by highlighting some of major YCC initiatives: Academic Reform:

- Creating mandatory major/certificate requirement roadmaps
- Improving Yale's Advisor system
- Increasing offered language and certificate programs (i.e. offering a Tagalog as a language and creating an ASL certificate)
- Increasing diversity in faculty hiring with an emphasis on Indigenous faculty
- Better access to graduate school programs and mentorship
- Credit/D/Fail for Distributional Requirements

Supporting Students:

YCC is dedicated to helping make the academic journey at Yale better and more accessible. With this, we often see the intersection between the classroom and general student life. There are multiple avenues for collaboration between faculty and student government in these areas. One of the most pressing is the following:

Dean's Extensions for mental health:

Currently, language under the Dean's Extension policy is that students may receive an extension for any "incapacitating illness" a change in recent years meant to extend the umbrella to mental

health emergencies. However, the lack of clarity, both in the language (which should explicitly state mental health as a reason), as well as the threshold to receive the extension lead to multiple problems. By not explicitly stating mental health, there is continued institutional stigma impacting students.

Supporting Faculty:

The YCC wants to find ways to better support some of the needs of faculty and faculty staff, as well as incorporate the faculty perspective into proposed changes and YCC advocacy. One way to better do so is to have a more streamlined process of sharing policy work of YCC with the Faculty Senate. We would love to hear suggestions on how to create better, sustainable partnerships.

Pushing the University Towards Justice:

We, the president and vice president of YCC, encourage the Faculty Senate to support student activists' demands for Yale Corporation to divest from companies profiting off the manufacture and distribution of military weapons. Divestment from weapons on the basis of grave social injury is precedented at Yale, as the Corporation divested from assault weapons retailers in 2018.

Faculty played a crucial role in the assault weapons divestment decision by liaising with Advisory Committee on Investor Responsibility (ACIR) and we believe a faculty senate resolution or another show of support calling for divestment would play a similarly pivotal role today, especially given that President Salovey has already announced that the university's military weapons divestment resolution that can serve as a model for Yale and other universities across the country. For more information, or to be connected with the students who have researched and organized around Yale's weapons ties, please reach out to us.

Mr. Suh-Toma said that YCC would like to have the support of the Faculty Senate in their protests regarding divestments from weapons. **Ms. Urry** noted that the Faculty Senate represents all faculty and that this issue is one where faculty have different opinions. After discussion among faculty, it was suggested that there could be a debate presenting both sides rather than a protest.

Mr. Suh-Toma gave an overview of what YCC has done this year. **Ms. Urry** said she is happy to continue to be in conversation with YCC, and she also will send a summary of this conversation to all faculty, along with a link to the YCC [website](#) that lists YCC activities.

Ms. Urry adjourned the meeting of the FAS-SEAS Senate at 5:35 PM.