

FAS-SEAS Senate Meeting
Thursday, April 25, 2024
3:30 PM – 4:00 PM – closed session (senators only)
4:00 PM – Open Session
Approved

Present: Andrea Aldrich, Michael Fischer, Alessandro Gomez, Valerie Horsley, Maria Kaliambou, Greta LaFleur, Maria Piñango, Kathryn Slanski, Mark Solomon, Jason Stanley, Dara Strolovitch, Julia Titus, Rebecca Toseland, Meg Urry, Paul Van Tassel, Jing Yan, Mimi Yiengpruksawan

Absent: Marijeta Bozovic, Oswaldo Chinchilla, John Hall, Gerald Jaynes, Mordechai Levy-Eichel, Constance Sherak
Rose Rita Riccitelli, Staff

Guests: Sybil Alexandrov, Dirk Bergemann, Lynn Cooley, Alexander Gil Fuentes, Supriya Gandhi, Gregg Gonsalves, Anjelica Gonzalez, Shiri Goren, Zareena Grewal, Michael Hunter, Jennifer Klein, Pericles Lewis, Thomas Near, Catherine Panter-Brick, Kishwar Rizvi, Juliana Ramos-Ruano, and additional guests

Closed Session 3:30 PM – 4:00 PM (Senators only)

FAS-SEAS Senate Chair **Meg Urry** called the closed session of the FAS-SEAS Senate meeting to order at 3:30 PM. **Paul Van Tassel** provided an update of the upcoming FAS-SEAS Senate election and said we have a good number of candidates running. He noted that the election was scheduled to begin on Monday, April 29, 2024, however he is waiting to confirm some candidates and the ballot is ready and the election will begin soon after April 29th. He noted they will be voting for eleven open positions and using the Opa-Vote on-line election system that was used last year.

Ms. Urry said that the “Don’t Pass the Harasser” report that will be distributed to senators and will be discussed at the Senate meeting on May 9th, asking senators to read the report before the meeting and send any comments or edits to the Governance Committee so the report can be presented at the May 9th meeting. She also noted that she has been in conversation with **Stephanie Spangler**, Vice Provost for Health Affairs and Academic Integrity, and **Ms. Spangler** is working on this issue and the Senate’s report will be helpful for her as she considers what Yale will do.

Ms. Urry spoke about the open meeting discussion about the recent campus upheaval. She noted that how we handle this discussion could be a model of how we can engage in open discussions and be thoughtful and maintain respect for each other. **Ms. Urry** noted that at Yale we have a reverence for freedom of speech. However, she said, that on every college campus, this can be in tension with everyone being able to feel safe. **Alessandro Gomez** said he was shocked seeing the police called to campus and would like to have a good justification on why this was necessary. He noted that it was said that some students didn’t feel safe, and in his view, this really depends on the threshold of safety for some of those students, with some believing that these individuals

were not threatening anybody. He noted that inevitably, there are political consequences on taking a certain stance, and the minute you limit the freedom of speech of some (a selective some), you automatically favor certain political factions in various ways – nationally and internationally.

Greta LaFleur talked about her concern for students being arrested and being hurt by the methods in which they were handled in the process. **Ms. Urry** clarified that she is not restraining people for saying what they need to say, however she is asking that we don't go after **Dean Lewis** and say what we need to say in a collegial, respectful, calm manner, and asked that there be no clapping to indicate favor for one opinion and non-favor for another. **Mr. Van Tassel** said that the ultimate goal of this discussion is to make sure our students are safe. **Jason Stanley** said his concern is heading to a future of bringing in the police to campus and feels that the Senate should prevent such intervention. **Michael Fischer** said there is a question about fairness, and fairness is in opposition to diversity and there is a question about the administration calling the police.

Open Session 4:00 PM – 5:30 PM

FAS-SEAS Senate chair **Meg Urry** called the open session of the FAS-SEAS Senate meeting to order. She called on **Lynn Cooley**, C. N. H. Long Professor of Genetics and Professor of Cell Biology and of Molecular, Cellular, and Developmental Biology, and Dean of the Graduate School of Arts and Sciences, to discuss implications of the recent raise in graduate student stipends for the future of the graduate program. **Ms. Cooley** talked about the pay for graduate students and post docs, and noted that the pay rate for Postdocs went up significantly last year, and now the pay rate for graduate students will be going up even more. She said that she is meeting with the Yale Postdoc Association on their priorities in hopes of satisfying their concerns in lieu of unionization. She noted that recent NIH and NRSA rates have been published and they are higher than before which is good news. She spoke about graduate students and noted that union negotiations were completed in fall 2023, and took effect on January 15, 2024, and noted that the pay rate for graduate students has risen significantly, and because this began in the middle of the year, the University is covering the increase of grant-funded salaries through the summer 2024 so as not to burden grants through the summer. However, **Ms. Cooley** noted, that starting September 2024, the increase will be covered by faculty research grants, with a \$9,000 increase per student. She also noted that in the next four years of the union contract, the increase will be a modest 2½%, which will help stabilize the budgeting for the remainder of the contract. **Ms. Cooley** said that because there will be significant financial hardship in some areas, the FAS Dean's Office has announced a bridge-funding program for the 2024/25 year for those who do not have the money to pay the increases, and those in need can apply for bridge-funding through the FAS Dean's Office. She commented that she believes the SEAS Dean's Office is working on a bridge-plan of their own. **Ms. Cooley** also clarified that faculty grants are not charged fringe benefits and never have been, and we did not institute a fringe benefit cost (including health care) in the new contract and will continue not to charge these grants and these costs will continue to be paid by the University. She explained that there has been an increase in the cost of healthcare and that in the new contract, the agreement is that the University will now pay the entire cost of healthcare for spouses instead of sharing the cost as we did previously. And, in the

fall, there will be a heavily subsidized dental plan rolling out that will be paid centrally and not charged to grants. She said that she, as a scientist, is concerned that the increase in the cost of graduate students will negatively impact our research productivity if we can't have as many people in our labs, and thus we will not produce as much science. She said her focus has been on raising new dollars to fund additional fellowships to increase the number of years our students are supported by non-PI dollars, and that we are having some success in getting endowed fellowships one-by-one from generous donors, and we've even had success with Yale College alumni. Her hope is to raise enough awareness about the risk to Yale productivity and to find generous donors who will significantly fund new fellowships to relieve the pressure on all of our research grants, and she is working with the Yale Development Office to raise funds for graduate student support in the coming years.

Paul Van Tassel asked if there is a possibility of a tuition rebate or eliminating tuition charges on faculty grants as another way to support faculty financially. **Ms. Cooley** said that we have a tuition matching program, with some portion of tuition paid from a research grant and is matched at 35% of what is paid by grants and given as credit to faculty research accounts, so the question is: can/will we increase that percentage with the understanding that there will be downstream consequences?

Jing Yan asked about the fundraising strategies – are we asking for a few rich donors, or are we reaching out to the wide alumni population? **Ms. Cooley** explained that she previously had a half-time development person working on fundraising for graduate students, and now has 2 ½ people working on development and alumni affairs, and we are now getting more donations. She also explained that we are getting more donations from alumni that goes into the Alumni Fund and these funds are shared with the department where the donor graduated from. For the Graduate School, we mostly use these funds for emergency funding that supports unexpected financial needs for up to \$2,000 to try to help solve a problem a student is experiencing.

Valerie Horsley asked how the University is increasing the budget of the Graduate School in order to not lose graduate student numbers over time. **Ms. Cooley** said this is a work in progress, and because the Union contract came in the middle of the year, we did not change any of our admissions targets for the current admission cycle that just concluded. This, she noted, is going to be quite expensive and the Graduate School is using a big portion of discretionary money from the Provost's Office. Downstream consequences are that they have had to say no to a lot of other people who made funding requests. Therefore, in the long run, she is not sure how this will affect the Graduate School, and this will be looked at carefully during the summer to see if we can make some strategic decisions aimed at keeping our research programs healthy. She will have more to report in the fall.

Mr. Van Tassel said he is confident that at Yale, we will weather this storm, and asked **Ms. Cooley** to comment on the state of graduate education in general in this country where other schools don't have the resources we have at Yale. **Ms. Cooley** said she also worries about this, however, she does not have an answer. She noted that the NIH and NRSA announced new rates, but barely budged in the amount of money that they allocate to a training grant slot. She said she

feels that at Yale, we can weather the storm; however, she is very worried about other universities that don't have the resources we have to help get through this crisis. She has meetings with our peer institutions and hopes to get a sense of how they are handling the situation, and also with a sub-group for deans from graduate schools from AAU (Association of American Universities), and will be able to get a sense of how these trends are affecting a broader range of schools.

Gregg Gonsalves, a professor from the School of Public Health, and said that they have fewer PhD slots in the entire School of Public Health than in one department in FAS. If we talk about the next pandemic or the need for biomedical research to keep up with our peers across the world, he said the School is behind. He said in essence, the school has been put in a bad position where we cannot compete with Harvard, Hopkins, Berkeley, or any of our peer schools in public health because we are not supported by the University. He asked if the Graduate School of Arts and Sciences, who supported his PhD studies through grants to the School of Public Health, can step up and help some of the professional schools who educate a portion of your PhD graduates? He said we don't feel that we have support. **Ms. Cooley** said that the Graduate School budget funds programs in FAS and SEAS, but not in the professional schools, which is a hard reality of the way the financial structure is set up at Yale, and that the professional schools are responsible for the financial budgets for all their education programs. So, PhDs in the Medical School and the School of Public Health are the financial responsibility of the Medical School and the School of Public Health. For the School of Public Health, she said she feels the real reason that things are the way they are is perhaps the lack of winning training grants, or the bit-by-bit availability of research grants, and our country's support of public health research. The exception is that if one of your students elects to have a baby and take a semester off, the Graduate School pays for this across the campus.

Meg Urry asked whether she sees any attention to this in the federal government, and if they recognize the decrease in investment in the number of people being educated in the sciences and engineering, and do they see this as a future threat or is this below the radar at the moment? **Ms. Cooley** said she is on advisory committee for the intramural research program at NIH and what she has heard so far is very similar to the anxiety about the cost of trainees. NIH post-docs are unionizing and intramural budgets are not necessarily keeping up with them, and federal researchers are feeling the same pressures that we are. The postdoc working group recommended big increases in investing in postdoc salaries, and some of that appears to be happening as evidenced in increases in the NRSA fellowship rates. She said she does not know whether there is more holistic thinking about the workforce development. She knows that the Postdoc Association is lobbying as hard as they can for supporting postdoc the workforce and allowing international students to have access to NIH fellowship dollars.

With no more questions for **Ms. Cooley**, **Ms. Urry** thanked her for coming to address this important issue.

Ms. Urry introduced **Pericles Lewis**, Douglas Tracy Smith Professor of Comparative Literature and Professor of English, and Dean of Yale College, and **Catherine Panter-Brick**, Bruce A. and Davi-Ellen Chabner Professor of Anthropology, Health, and Global Affairs and Professor of

Public Health, Head of Morse College, Chair of the Council of Heads of College, to update faculty about the recent campus upheaval and to participate in a discussion on how to help Yale remain a cohesive, collegial community. **Ms. Urry** stressed that we are not here to discuss the substance of the recent protest, and that we aim to address the concerns of the faculty, including how all of our students are faring—students who are demonstrating and students who are not, i.e., all students regardless of their views. She noted that it is one of the great strengths of universities in general, and she feels of Yale in particular, that contentious issues can be discussed in a thoughtful and respectful way. Here in this Senate meeting, we will try to communicate with one another and share our views in this respectful and collegial manner.

Mr. Lewis began by saying that he was deeply saddened by the way the weekend went. He said that in the previous week, we had about 4-5 nights of protests in which students were asked to go home at 11 PM, which is the normal closing hour for events, and that students followed this request. On Friday night there was an event for **President Salovey** in Commons, and as expected, there was a large protest on Beinecke Plaza, and fairly late in the evening the Yale police arrived and asked the New Haven police for back-up. **Mr. Lewis** was notified of this late in the evening, and as the situation de-escalated, we determined that there was no need for New Haven police assistance. On that evening **Mr. Lewis** said that he would be happy to meet with students the next morning as long as they went home that night, and they did. On Saturday night, we received communication (indirectly) from protesters, counter protesters, and also from people observing, that the situation had become confrontational and that there was some risk involved. He mentioned that we have a long-standing policy that there shall be no overnight encampments on Beinecke Plaza or anywhere else on campus. There was communication to the group and we told students that if they went home, they would not face disciplinary action. He noted that the confrontation was not one-sided and involved people on both sides. He saw that there were students from other universities that had joined the protest, and at no time did he single out who any of them were or their ethnicity. On Sunday at 5 PM he extended an offer to what appeared to be the leadership of the protest and indicated that we had a number of possibilities of ways to de-escalate the situation. He also offered to meet with students and said there would be no discipline for any student who was not involved in intimidation, harassment, and violence, and that still stands. He said that over 72 hours, students were asked to leave more than once every night and in the morning before the arrests took place, so the statement that they were given only 10 minutes is false. He said that he extended the deadline period several times and offered to meet with them and with members of the Yale Corporation to talk about their concerns. He received a message that they would not accept this offer. He did receive messages that within the protest group there was deep division within the organizing group. At this point it was out of his hands, and at 6 am the next morning there were non-violent arrests; while obviously force is always part of an arrest, the arrests were orderly. Students were given multiple warnings, and 44 students chose to stay and were arrested in an orderly manner. He said there was a peaceful protest at the Schwarzman Center. Unfortunately, a young international student was encouraged by the group to stay and be arrested, which may complicate his visa situation, and the university is doing its best to resolve this situation for him. He pointed out that part of civil disobedience is also accepting the consequences, including potential charges that may include criminal charges, and this situation is his responsibility as Dean of Yale College and enforcing the regulations of the

college. He noted that it is not that he will decide the punishment, but that the joint faculty and student Executive Committee considers the case in light of precedent and any previous violations and any behavior after the arrest. So, students who have been arrested have been referred to the Executive Committee in keeping with our standard practices. The university hopes to dispose of all the cases before graduation so that people's graduation is not affected unless they are found to have done something that should delay their graduation. He said that in order for a university to function, people need to be able to go to their classes and activities without disruption, and students need to be able to study and sleep without noise and carry on their everyday schedules without being interrupted. It would be irresponsible, as Dean of Yale College, or of higher university leadership, to allow students to have an encampment that goes on for days and days. **Dean Lewis** accepts that the majority of behavior in this encampment was peaceful. However, he stressed that in his view, the University cannot accept the occupation of any large public space. He said he realizes that others may view it otherwise, but believes that it is his responsibility to at least uphold the regulations of the College fairly and impartially without regard to other views being expressed.

Ms. Urry thanked **Mr. Lewis** for his comments and invited **Ms. Panter-Brick** to comment. **Ms. Panter-Brick** said that **Mr. Lewis** said what his key responsibility is, and she will talk about the key responsibilities of Heads of colleges. These include: to support the well-being, the academic learning, and the flourishing of all of our students, and be there to support them and to take care of our college community. And, she said, we trust our students and they trust us to take care of their community. She explained that what the heads have been doing over the past few days is observing how the protests have been conducted and reaching out to students to offer timely and pertinent advice and information, and opening up spaces for conversations and ways that could help de-escalate the situation. She noted that many heads have observed that the students did lead and organize a peaceful protest that was loud but was non-violent, especially during the day. She also said that from the students' perspective, the tensions escalated when there was police presence (because they thought they would be arrested). She noted that tensions also escalated when there were counter-protesters, and it often felt that the situation was being mischaracterized, especially by outside media. She said as heads, we feel the situation changes from day-to-day, and at this point, we're focused on honoring the fact that students want to finish their classes and graduate.

Valerie Horsley thanked the speakers for supporting our students and said she thinks that the care that has been given to them has been pretty remarkable, and Yale has done a good job over the last two semesters to help students feel supported no matter what their views are. She asked about the policies that exist – who makes this chalking policy and where does that policy come from, and who discusses the policies? **Mr. Lewis** said that with respect to the undergraduate population, policies are passed by the Yale College Faculty, which includes all FAS and SEAS faculty. He said regulations state that gatherings not be overnight and end by 11 PM on weekdays, and 1 AM on a weekend, with no amplified sound at certain hours, and do not block access to university functions, etc. He said there are other university regulations that he is not sure about, and regarding the chalking policy, he said there is some variability within Old Campus on who oversees certain areas, with some areas that are overseen by heads of colleges.

Ms. Horsley said that the process could be made clearer to us and would like to have a discussion in a more formal way.

Alessandro Gomez said the deeper issue is the mix of police and students, which can lead to all kinds of situations. He, and others from the Senate's Executive Committee, spent time with some of the trustees talking about how skillful the administration has been at defusing the escalating situation. And then, he noted, that on Saturday, all hell broke loose and he finds it absurd that **Mr. Lewis** alone would take the responsibility of such action without consulting broadly with faculty and also the Senate, with the possibility of receiving advice to hold off. He said some students will of course feel threatened; however, the degree depends on the sensitivity of individual students. He said fundamentally it becomes an issue of freedom of speech, and if you go back to the Woodward report, you will read a quote from Justice Holmes – "freedom of speech is freedom for the thoughts we hate." So, he said, he would have been tremendously more cautious, obviously with 100% hindsight, in calling the police and precipitating the situation. **Mr. Lewis** responded that he appreciates the comments and respectfully disagrees. He said that at midnight on Sunday, as representative of the university, he lost all authority and control of the situation. He had been trying for a week, and in particular since Friday evening, to de-escalate the situation with great help from a number of colleagues who were on the Plaza and were in touch with him. As for freedom of speech, he realizes that the counter-protesters are not popular with many people, and I don't necessarily support their actions, but the truth is that if there is a space in which people cannot cross, then freedom of speech has been limited for the freedom of speech for the people who disagree. Students are free to say whatever they want as long as they are not blocking access to university facilities or staying overnight in/on university facilities, which is unsafe. He does not see how we could just allow the situation here to go on forever, and he did his best and tried to call off the police. We were fortunate that both the Yale police behaved and the New Haven police behaved in a professional manner. However, he said, we much prefer the Yale police who have been better trained to handle student issues. **Ms. Urry** noted that the Senate is not uniform on this issue and speaks with many voices as well.

Greta Lafleur asked what to tell our students when they complain to us about disparate enforcement of these particular issues that have not always been enforced fairly – what should we be conveying to them? She also wanted to echo **Mr. Gomez's** point that police on university campuses do not mix and she does not think police should be brought to peaceful protests. She also asked what happens if students are found not guilty, and what the relationship is between the Yale College Executive Committee and the courts. In her opinion, she does not think that students should be reviewed by the Yale College Executive Committee, and that the charges should be dropped. **Mr. Lewis** thanked **Ms. LaFleur** for her comments and asked **Michael Hunter**, chair of the Yale College Executive Committee to comment. **Mr. Hunter** noted that his work on the Committee is confidential so he is not able to comment on what is before the Committee and what will come to the Committee. He said that in the relationship between the Yale College Executive Committee and legal cases, there are instances in which we will delay the hearing of a Yale College Executive Committee case because there is a pending legal case and there could be fear that the outcome of a Yale College Executive Committee might adversely impact the legal case, and at any stage, we're thinking about the well-being of the students and

don't want to do anything that would jeopardize students legally. He noted that if the students are found not responsible, from our Committee's perspective that is the end and conclusion of the procedure.

Jason Stanley asked what we are doing to protect our students from the press and the kinds of national media misrepresentations because this is our duty, and he doesn't want us to repeat what happened in 2016. Also, he asked, as we move into an authoritarian future, what are we doing to limit the normalization of police on campus? **Mr. Lewis** said with respect to students who have been doxed, we have been able to give legal and public affairs advice about how to respond. In a number of cases of students on different sides of the issues since October 7th, we have been able to offer students to move rooms if they feel threatened by doxing and so on. We are also working with Public Affairs to try to represent the situation reasonably. He also believes that there was no violence in that the Yale Police did exercise restraint at that time, and there is always threat of force and there was no resisting arrest and no violence. Regarding too much policing, he said that after George Floyd's murder, the university instituted a review of its processes to have a fit-for-purpose approach.

Mark Solomon commented that he was 11 years-old when Kent State happened, and that he had a moment of Kent State PTSD while walking on campus, picturing himself flopping to the ground for protection, and thinks that this is on many people's minds. He asked if there are lessons that may have been learned by the events in Beinecke Plaza vs the sit-down in the middle of Grove and Prospect Streets that caused detours all day, and yet at 5 PM everyone left. And, he noted, this is something that can be carried forward if things escalate again. **Mr. Lewis** said that students in Beinecke Plaza notified us of their intention to get arrested and we gave them an hour's notice to gather their belongings. All-in-all, all their valuable things have been returned to them. And, he noted, that in an orderly fashion, they were arrested as they indicated they wanted to be. At the Grove and Prospect Street intersection, students were told by the police to disperse by 5 PM, and when the New Haven Police arrived at 5 PM, everyone had chosen to disperse. In both cases, he said, people were told to disperse and if you stay, you will be arrested, and those who chose to stay and be arrested as part of their protest were arrested, and those who chose not to, left. He said he is very grateful for the people who worked to de-escalate the situation.

Ms. Panter-Brick noted that one of the reasons why what **Mr. Lewis** described happened, is that there were mediators and it was all about trust and communication. The lessons to be learned are about direct communication with the student leadership that happens to be with the people you trust and giving pertinent advice about the consequences of a situation, because all students do not have the same vulnerabilities – if you're a senior, you may not be able to graduate; if you are an international student, you can have your visa revoked.

Dirk Bergemann said he is very emotional about this situation and has been proud of the University and how it has behaved until Sunday. He feels that the statement of what happens afterwards is just too short and is not sufficiently reflective. He asked that when you say you were out of control of the situation at midnight, then what do you actually mean? On Sunday night, nothing had happened and the students were under a lot of stress as they were each night before,

because there was the possibility of police intervention and also the possibility of violence and the risk of danger, and also feels that it was remarkably quiet under these stresses. He said there was no lack of control on Monday morning and he was surprised that we did not come together as a university, and including the leadership, and reflect. He therefore does not think that **Mr. Lewis's** statement that things were out of control is accurate, and that there was ample time to have a discussion and deliberation with the Senate and with the leadership and with faculty. He was surprised that in the entire process, the University could have slowed down and said that we are going to have a series of conversations and meetings with the leadership and students. He noted that he did not see the Dean of Yale College, the Dean of the Graduate School, or the University President to be present and having an open dialogue with the students. He said that we, as a University, want to have a united place where we value communication and collegiality, and he feels that we should express that collegiality to our colleagues and to our students, and he feels that Monday morning was not too late to have extended a conversation. He feels that we need to deliberate more and we need to acknowledge more, and that this is a responsibility we have to the ongoing communications of our community. He said that he feels the need for more communication among deans, administration, and faculty, and by calling the police, it put a lot of our students under strain and risk and insecurity.

As **Mr. Bergemann** concluded his remarks, **Ms. Urry** asked that there be no clapping, reminding everyone that this is not a rally – it is a respectful conversation among colleagues.

Mr. Lewis said that he respects the points that **Mr. Bergemann** made. **Mr. Lewis** responded with two points: 1) He considered going out to talk with the students, and the judgement he made after consulting with many people was that his going out there would not have improved the situation. However, he noted that he was regularly in contact with colleagues who were out there. 2) He also clarified that when he said the situation was out of control, he meant that it was out of his control, and he did not have an option to continue the conversation after midnight. He said as Dean of Yale College he is responsible for decisions that are made by the University, but this does not mean that he makes the decisions.

Jennifer Klein spoke next and said that she agrees that Campus Police should be on campus and city police should be in the city, and there has got to be that clear boundary. She also said that it seems disingenuous to sit here and express righteous shock that the students were arrested – they wanted to be arrested and they wanted to commit a civil disobedience action, and they went into the street to do that, and as a person herself who has taken multiple arrests on other occasions, you do accept the consequences because you decide that you're getting arrested for this principle and that in doing so, there is a cost. However, she thinks that city police should not be on a campus. **Ms. Klein** said that the time for de-escalation was not this weekend but was in November, and her sense for perceiving her view from outside the administration and the residential colleges, is a certain failure of leadership to create spaces in the residential colleges and elsewhere where there could be cross inter-ethnic exchanges and where people could talk about their perspectives and their experiences across these lines on these issues. She said she would like to know why it is that the head of the residential college council didn't make these kinds of conversations possible, and why the various deans of student life didn't, so that you have Jewish

kids seeing virulent anti-Semitism on social media and feeling like the only place they can go to talk is Slifka Center, which is not a place that any non-Jewish student will walk into, and other students going to other places because of their concerns or political beliefs or fears – and there is no cross exchange. She noted that when we as faculty try to organize events, nobody crosses lines to come to that event, even in terms of who is on these panels. But, she said, for our students, she thinks that the period from November through March was the time in which we could have been using our educational skills and our community spaces to have genuine solidarity building and understanding, and she would like to know why that did not take place before we got to this moment. **Ms. Panter-Brick** responded that she does not believe that there were no conversations inside the residential colleges. She noted that one of the points of having conversation is not to advertise that conversation is happening. She feels that our student leadership, the liaison offices, etc., were having conversations, and she was told yesterday that they were having those conversations and that they did feel that they were part of a bigger picture to make the world a better place, and they were talking to their friends intently. So, she said, I do believe that conversation happened, and not by magically calling that this is a space for conversation – conversation grows organically through the people you trust. She said people have suite mates who are from diverse and opposite groups, and they are talking. We just may not advertise it in the same way. Our student leaders are very conscious of working for the good of the community, and of course there is a cultural center here at Slifka Center.

Gregg Gonsalves asked for clarity on rule-making because during 1985, there was a shanty town on the Beinecke Plaza that was taken down, and then President **Bart Giamatti** allowed it to stand for two years. A few years ago, many of us slept overnight with students in the boat shed when the students were organizing for the union drive here. So, he asked, where have rules changed, have we gotten stricter, are there new rules, because there is a little bit of capriciousness in the ways these rules seem to have been applied? And, he noted, as others have said, this is going to have disastrous implications for students if they go to the Executive Committee and they get convicted and have a criminal charge on their record. And so, **Mr. Gonsalves** said, don't say that you're following the rules, when over the course of this University's history it has been very different, and even during the Black Panther trials, so tell us how the rules are now applied in reality, not in an inconsistent way, which is how many of us see it. **Mr. Lewis** said that he takes **Mr. Gonsalves's** points. He noted that in 1986 he was at McGill protesting, and the difference is in the way that the encampment worked and it was hard to pass through it. He said people of multiple ethnicities, different genders, and different ages, complained that it was hard to pass through the encampment. He said that from examples of the other situations, they were not blocking the plaza in the same way. He said he thinks it is not okay for people to claim the space and exclude people who don't agree. He noted that you can have a protest, but not one that prevents people from moving around campus.

Ms. Urry recognized **Mr. Gomez**, who made a motion to extend the meeting to 5:45 PM. **Kathryn Slanski** seconded the motion and **Ms. Urry** asked senators present to raise their hand if in agreement and the show of hands agreed, the motion was passed, and the meeting continued.

Zareena Grewal said she was on the plaza every day and was there until 1:00 AM Sunday night and was the only professor that was allowed on the plaza during the arrests which were very restrained, peaceful, and calm, and quite frankly moving. The students were crying and the police were saying “I don’t want to do this.” She said that the New Haven Chief of Police and the Yale Chief of Police both affirmed to her when she asked them if they would characterize the entire week as a peaceful protest. From her perspective, she does not feel that the plaza was a place where people could not walk or travel. She said it is her impression that the student movement is more invested in the negotiation than the occupation, and she feels that if there was some sign on Sunday night of negotiation, they would have left. She saw herself that student organizers were getting communication from the administration through Yale Daily News reporters, and this is not representative of Yale University, which created a lack of trust—how can they really be counting on Yale Daily News reporters to handle this negotiation, as they are their peers. She noted there were head administrators who came to the plaza, including **Tamar Gendler** and **Kathryn Lofton**, and she believes that every head of college came at some point. She also said she did not see a real serious offer of a conversation about their desire for disclosure and divestment, and it needs to be clear about what the path forward is for a negotiation. **Mr. Lewis** said this is a fair point and that he did try to offer that on Sunday night, not through the news, but through faculty who were on the plaza exchanging my proposals with the organizers.

Alexander Gil agreed with **Ms. Grewal**, and commented that from what he saw, and his colleagues who were there saw, there was passage and it seems that there was a disproportionate response to claims of obstruction that none of us there witnessed, and he has not heard of anyone who was there claiming that there was obstruction. He felt that there should have been more time for community building before we reached that point [where police were called] and considering how risky it was for our students to have police arrest them. He asked if this could have been handled in a more appropriate way than it was? **Mr. Lewis** said perhaps it could have, but he received complaints from women, men, Jews, Muslims, and Christians, about obstruction on Saturday (or Sunday) night, and he had video evidence of it. I do believe that most of it was peaceful, and he went by many times when people were singing (beautifully). And, he said, the question is, can you do it all night long when it interferes with the ability of the University to function while they were blocking the way, and he said he was sorry, but the way *was* blocked. The people who are sympathetic to the protest say that nobody blocked the way, but other people, including protesters, told me that the way was being blocked for people and he received multiple complaints, and didn’t act after only complaints from counter protesters, he said he did it after the observation from professionals, from students and from faculty and staff. He tried to clear the plaza and negotiate the clearing without any police action. And he then repeated what has been said already at this meeting— if student chose to be arrested, they chose to be arrested, and they had 72 hours-worth of notice. **Kishwar Rizvi** said that those of us who work on public space and architecture realize that it’s not just perception and is reality, and she said that all paths were always clear—to the doors, to the gates, to any access point that went in and out of the place, and there was never any physical obstruction. She noted that it might have been a perception, and she respects those who felt unsafe and unwelcome—that’s different. However, she said, there was never an obstruction. She said that we have observed staff, and **Mr. Lewis’s** chief of staff and the President’s chief of staff, intimidating students, undergraduates, and

graduate students. She observed herself them going and dressing them down, telling them what they have and not have to do. They do not have answers to what process is being followed, and there is no leadership coming themselves. She said that (in her view) policing of this University is happening by a few staff who are not even trained to do this. She doesn't understand what **Mr. Lewis's** chief of staff is doing on Yale campus talking to marshals and telling them and trying to negotiate what they should be doing. She asked what role does staff have in this process? **Mr. Lewis** responded that **Ms. Rizvi** realizes that people felt unsafe and threatened, and these are the reasons why the encampment should not last all night long if people who normally are able to walk through that plaza feel unsafe and threatened. As to the question of his chief of staff, **Dean Lewis** said he was happy to take the discussion of individuals off-line, but in general he was trying to maintain a standard set of practices with respect to all of the existing policies, and every policy that was enforced has been on the books for a long time, before he became Dean of Yale College, and his office tries to do this consistently.

Shiri Goren spoke next and noted that she is used to being on the side of the underdog so this is a very strange situation for her to comment on. She noted it hasn't been an easy week, or in fact since October 7th. She said she doesn't think we should have a competition of who is hurting more or who is more miserable. She does think that we have an educational role and a moral role to de-escalate the situation. She doesn't think that there are two sides but that there are 500 sides. She has students in her classes who are protesting and also ones who are feeling very threatened. They are 18 years old and trying to find their way in life. There are students who are feeling threatened when having to go through the plaza by hate speech that has been directed at them. She said she does not think anyone supports the killing of innocent people in Gaza or elsewhere, but there are many types of students and asked to be mindful of how they feel, and many feel that this is no longer their space, and we don't want that either. Another attendee asked that for any non-citizens who are being arrested, what resources are being provided to them, and for individuals who have been arrested, are any university administrators in communication with the State's Attorney or any prosecuting authorities? **Mr. Lewis** said he personally is not fully aware of the circumstances regarding her second question, however, thinks that there is communication but cannot tell exactly what it is. On the first point, he said the student involved is being advised by our Office of International Students and Scholars, and there are actions being taken which he was not able to outline at this time. He noted that the well-being of our students is our primary concern.

Dara Strolovitch said that while she was there, her experience was that there was a large presence of Yale Jews for Ceasefire, and there was a Passover seder on cross-campus lawn. And, if we're talking about lots of different kinds of students, we need to acknowledge that while Hillel supports many Jewish students, many of them who do not identify as Zionist do not feel welcome and politics are complicated but there have been vocal Jewish participants in the protests. **Mr. Lewis** commented that Jews for Peace, at least some of them, are supported by Hillel, however that doesn't represent all views and there are other organizations that do so, and it's complicated.

Ms. Urry said that she is very concerned for students, and there are probably hundreds of micro groups, and she thinks that there are a lot of different views and feels that it's important that we not try to pit one against the other.

Tarren Andrews said that she is heartened by the focus on student well-being here amongst us all. She asked for clarity—because the students chose to be arrested, or because it was Yale who triggered that process and the arrest triggers Executive Committee, and it feels to her like double-jeopardy, and she asked for comments. She also said she understands the purpose of Executive Committee for things like intentional and repeat plagiarism but given the sort of specifics and nuance that we've all identified here, she wonders what the role of Executive Committee is in the goal of student well-being, and the same for the ways that policies are being revised to meet the situation. **Mr. Lewis** commented that with respect to the structures rule, there has always been a rule that you have to have permission for structures, and the University decided not to permit structures on cross-campus this week in keeping with the fact that many of the people sleeping on cross campus at night have said they had intended to occupy Yale and changed their occupy-Beinecke to occupy-Yale.

Michael Hunter spoke in response to the double-jeopardy question and said it is something when there are concurrent legal charges before our committee, that is something we also consider because we take a holistic view of students and we also care deeply about our students' welfare, and if the legal processes accomplish the work and the student has learned the lessons through the legal process, then that might weigh into our decision and how we handle things. He emphasized that he would not be chair of this committee if he didn't care so much about the educational mission of our community more than its disciplinary mission. He said of course there are both, and it is our job to handle students as compassionately and holistically as possible. He noted that we are a group of students and faculty and also some deans.

Ms. Panter-Brick noted that **Paul North**, who is a College Head, and also previous chair of the Executive Committee, has offered to meet with all students who have to go through this process, and so he in particular, and also heads and deans, are good advisors because they are very familiar with the process.

Chiara Mingarelli said it's clear that everyone here cares deeply about the safety and well-being of our students. She noted that a lot of Jewish students talk to her, and they really don't feel safe. And, she said, how could they possibly feel safe when you cross Beinecke Plaza and see all of these people being incredibly aggressive. She said two Jewish students were separated and prevented from crossing Beinecke Plaza on Saturday night—one was poked in the eye and taken to the hospital. She said a lot of people said this is fake news, but she knows this student and she knows this happened to her. She said that she knows it's more comfortable to think that these things are not happening, but they are happening. She asked how we can guarantee the safety of these really important members of our community and be able to tell students that they are safe, when they are clearly not.

Ms. Urry noted that we need to adjourn and said she is very grateful to all for coming to this meeting. She feels it was a useful conversation, and obviously people have different views about what has happened and what will happen, however there are so many things that we do share—a concern for the students and concern for education happening at Yale. And, she said, we have to figure out a way to make that happen that doesn't evolve into competing claims that "they are wrong and we're suffering"—it has to be more than that and it has to be some assumption of responsibility among each of us. She hopes that people will make an effort to have conversations with people they don't agree with and have fewer conversations that are only on broadcast (petitions, letters, social media) where you are not having a conversation, and in her view, you are basically broadcasting. She feels we have to figure out a way that works better than what has just happened in this increasing time of polarization.

Ms. Urry thanked everyone and adjourned the meeting at 5:45 PM.