AS&E Faculty Meeting, Wednesday, April 29, 2015

Schedule and Location

Wednesday, April 29, 2015, 12:00 PM – 1:20 PM
Coolidge Room, Ballou Hall
Light lunch, coffee, and water served at 11:30 AM

Agenda

Announcements

Old Business

    Vida Johnson, Chair of T&P Committee

New Business

Introduction of Julien Carter, Vice President of HR
    Patricia Campbell, Executive Vice President

Introduction of Mark Brimhall-Vargas, Chief Diversity Officer
    Tony Monaco, President

Discussion and vote on the unit to be used to assign credit to Tufts courses
    Montserrat Teixidor I Bigas and Anne Mahoney, Co-Chairs of Educational Policy Committee (EPC)

Summary of AAUP Faculty Salary Analysis
    Shelly Krimsky, Professor of UEP, and Jeff Zabel, Professor of Economics

Adjournment

For Reference
*Please print all attachments and bring them with you to the meeting; a limited number of hard copies will be available at the meeting.

  - Briefing Information
  - Proposed T&P process for Bridge Hires
  - EPC Proposal

Listings of future faculty meetings as well as the agenda and attachments for this meeting are online at http://ase.tufts.edu/faculty/meetings/.

Below the Line Announcements

AS&E Diversity Fund Proposals due May 15, 2015 for Fall events and activities.

April 29, 2015
Briefings

Announcements

Old Business


*Speakers:* Vida Johnson, Chair of T&P Committee

*Summary:* Statement 11 update on T&P Procedures for:

1. “Bridge” Professorships in AS&E
2. MOU hires with a primary department and secondary unit (former Interdisciplinary hires...)

*Key issues:* How to make sure that there is appropriate input from all relevant units in the tenure process for hires with responsibilities in more than one unit/department/school.

*Action Required:* Vote on #1. Update on #2.

*Further Information:* See attached document on “Bridge” Professorships

New Business

Introduction of Julien Carter, Vice President of HR

Julien C. Carter is the Vice President for Human Resources. In this role he collaborates with the university community to ensure that human resource practices, policies, and systems at Tufts are aligned with institutional priorities, attuned to changing workplace demographics and supportive of individual employees.

Julien joined Tufts University in January, 2015. Prior to Tufts, Mr. Carter served as the founding Vice President for Human Resources at Khalifa University for Science, Technology and Research in the United Arab Emirates, and Chief Human Resource Officer at both the University of Texas at Austin, and the University of Louisville. In addition, he was the Commissioner of Employee Relations for the State of Minnesota in the cabinet of Governor Jesse Ventura.

Julien holds a B.S. from Missouri State University, M.A. from Truman State University, and J.D. from the University of Missouri-Columbia. He is also a former Captain in the United States Army Reserve.
Introduction of Mark Brimhall-Vargas, Chief Diversity Officer

For the past 14 years, Dr. Brimhall-Vargas has served as the Deputy Chief Diversity Officer (DCDO) at the University of Maryland, College Park. In this role, Dr. Brimhall-Vargas served as a leader for faculty, students, and staff across the university on all diversity and inclusion issues. He helped the institution implement projects outlined in their Diversity Strategic Plan and led a university-wide effort to overhaul Maryland’s search process to assure equity, diversity, and efficiency in its hiring practices. Prior to this appointment, which began on April 6, 2015, Dr. Brimhall-Vargas managed the University of Maryland’s Words of Engagement, which developed into one of the nation’s most successful intergroup dialogue programs.

Dr. Brimhall-Vargas has faculty teaching experience at the United States Institute of Peace (USIP) in Washington, Loyola University of Maryland, and the Jaypee University of Information Technology in India. Dr. Brimhall-Vargas was recently selected by USIP leadership to provide facilitation training services to conflict resolvers in Israel and the West Bank. Originally from Albuquerque, NM, Dr. Brimhall-Vargas earned his B.A. from Pomona College in 1990, a Master’s Degree in Public Policy from Harvard University in 1992, and received his Ph.D. in Social Foundations of Education from the University of Maryland in 2011.

Discussion and vote on the unit to be used to assign credit to Tufts courses

*Speakers:* Montserrat Teixidor I Bigas and Anne Mahoney, Co-chairs of Educational Policy Committee

*Summary:* During the last AS&E faculty meeting on March 25, 2015, faculty members approved a proposal that Tufts courses should be awarded credit proportional to the amount of work required to complete them. We now need to decide which one of the two proposed systems we will use.

*Action Required:* Discussion and vote of the two possible units of credit

*Further Information:* See attached descriptions of the two options

Summary of AAUP Faculty Salary Analysis

*Speakers:* Shelly Krimsky, Professor of UEP, and Jeff Zabel, Professor of Economics

*Summary:* The average salary increase among continuing faculty in rank in Arts & Sciences over the most recent two academic years was 3.2%. There is evidence that Tufts is falling significantly behind salaries of Private-Independent Category 1 Universities and when compared to peer institutions.

*Key issues:* Competitiveness of Tufts faculty salaries compared to peer institutions

*Action Required:* Meeting with members of the administration to discuss salary issues

*Further Information:* A copy of the full report is available to dues-paying members of AAUP (contact Anil Saigal)