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ANNOUNCEMENTS

ANNOUNCEMENT FROM THE OFFICE OF ALUMNI RELATIONS

PROFESSOR GONZALEZ: Hi. So the first item is announcements. So I'd like to call on the senior associate director of alumni relations, Jonathan Kaplan.

MR. KAPLAN: Thanks, everyone. So you'll be able to read this in the notes, but the Office of Alumni Relations works closely with our volunteer chapters in different regions throughout the world, including overseas, and we're seeking possible opportunities to feature faculty members when you're on the road for conferences and meetings and research.

If you find you travel for Tufts probably next semester, or even if you know your plans for the summer, please contact me via email. My email address is in the announcements. Once you let me know of your travel dates, and if you're interested in speaking with an alumni group, we'll try to match that up with opportunities in that particular city. Some places have more opportunities than others, based on the number of alumni living in that region, etcetera.

We've had a number of faculty participate in this way in the past, and I just wanted to quickly highlight one example and ask if Boris Hasselblatt will say a few words.

ASSOCIATE PROVOST HASSELBLATT: Hi, everyone, Boris Hasselblatt from mathematics, currently exiled. I was in Marseilles for six months this last academic year. It was a dream in many ways, but one of the things that happened was Jonathan arranged for an event in Paris involving alumni there, and it was great fun. So I just took the train up and spent an afternoon, actually evening with alumni there.

And the point was to talk a little bit about what I as a faculty member, currently active as a researcher at Tufts and doing research at that time, so a bit about myself, and then talk about other things that make a connection to Tufts.

In this case, I talked a little bit about the thinking I've been doing about online learning and the like, just to tell people that we are not just teaching. We're thinking about teaching as well. For me, it was nice conversation, nice engagement with some very young alumni, some rather older ones as well, so it spanned a good age group there.

And the bonus was that I got to spend half a day with Jonathan going around Paris and looking at a museum I'd never seen before, even though I lived outside Paris for five months sometime back.
So it's a fun thing to do. Jonathan runs a good show, and I found it really inspiring to meet the alumni in the group, as well as the young alumni who had actually organized the event.

One thing I'll tell you that is an unrelated memory, by the way, the young woman who is the most active alumni there, and fairly recent, is from Long Beach, California and went to graduate school in Southern California. She said that she picked Tufts as a school to go to when she applied to colleges because having grown up in Southern California, she wanted to go to a school that was more diverse than an environment that she knew, and she said she got that, too, which was amazing. So it's an inspiration for all of us. Thanks.

MR. KAPLAN: Thank you, Boris, and thank you all. Please feel free to contact me if you're interested in participating.

PROFESSOR GONZALEZ: Next, Dean Glaser will talk about the Diversity Fund.

DIVERSITY FUND
DEAN GLASER: Thank you. I am speaking on behalf of myself and Linda Abriola about the Diversity Fund. Linda and I are consulting with Margery and Jillian about the present and the future of the Diversity Fund. This is something that Margery so ably administered for a long period of time in the past, and we have found a new home for the administration of it in Jillian's office. Jillian and Maxine will be supporting the Diversity Fund.

In the past couple of years, the Diversity Fund had sort of splintered into little pieces and was administered by a number of people, and we did not put out any RFPs, so people didn't know where to go. We've consolidated those pieces, and we've created a process that we hope is more open and more apparent to you as to where to go when you are in need of funds to support programming or projects that will enhance the diversity of the schools.

The members of the EEOC will have -- or EEOC will have some responsibility in this process and will be providing four faculty for the committee who will be making decisions about requests for the Diversity Fund. That includes Professors Bishara, Dhingra, Masuoka, and McCusker.

And there will be four dean designees. Margery Davies will provide some continuity, thankfully, and she will be my designee; Darryl Williams will be Linda's designee; and Steph Gauchel will be John Barker's, as well as Mary Pat McMahon. So there will be a committee that will be gathering all of your requests and will be making those decisions.

There will be an RFP for the spring 2015 season. It will be sent out later this afternoon, and it will have additional information. There will be a November 26th deadline for that first round of proposals. There will be another RFP in the spring semester for the following fall season. So you do need to prepare your requests roughly six months in advance of your need. Application
materials will be submitted to asediversityfund@tufts.edu email address. Any questions that I can answer for you? Thank you very much.

PROFESSOR GONZALEZ: Next, Professor Christiane Romero will make an announcement.

ROGER COHEN SPEAKING EVENT  
PROFESSOR ROMERO: Hello. I would like to invite you all to this Thursday at 6:00 PM in the Crane Room. Roger Cohen from the New York Times, foreign editor, will be speaking on 25 years after the fall of the Berlin wall. Many departments have contributed; including students have contributed, because it's very expensive, so I hope you can come.

NEW BUSINESS

BRIEF REPORT FROM THE AS&E EXECUTIVE COMMITTEE  
PROFESSOR GONZALEZ: We're now going to have a brief report from Roger Tobin of the Executive Committee on the progress of various committees' work on the provost proposal.

PROFESSOR TOBIN: This will be I think very brief. Basically, the report, they're working on it. Your committees have taken this on board, so the GSAS Executive Committee, the Admissions and Financial Aid Committee, the Athletics Committee, Budget and Priorities Committee, the Faculty Advisory Board have all taken on the task of looking at the various aspects of the reorganization proposal, and they are all hard at work on it.

They're at various stages of their work, and I want to say with the possible exception of the GSAS Committee, I think none of them were anticipating anything like this when they signed up. And you should all express your appreciation to the members of those committees for taking this task on. It was definitely not what they signed up for, but they have taken it on, and they are working energetically, meeting a lot more than they thought they would, and trying to figure out the implications of all this.

We expect to have what we've asked the committees to give us, at least progress reports, this month, and we expect to have some more substantive reports, not necessarily final, but at least some substantive information to report back at the next AS&E meeting on December 3rd. So stay tuned. If anyone has any questions, I'm willing to entertain them, but I doubt that I have answers.

OPEN ENROLLMENT AND HEALTH CARE CHANGES  
PROFESSOR GONZALEZ: Thank you. So next, Executive Vice President Patricia Campbell will talk about open enrollment and healthcare changes.

EXECUTIVE VP CAMPBELL: First, thank you for inviting me to speak with you about our upcoming changes in our health plans. Kind of late last night, I got an email from Fulton with several pages of questions or concerns that people have, so that was very helpful. Thank you.
And I think maybe based on that; I can answer some of the questions that you had--describe the plans a little bit.

And I'm not trying to replace the very in-depth sessions that we've been holding for people to attend. In fact, we got like over 2500 people attend those sessions, so they've been really well received. But let me see if I can answer some of the questions and give you some of the background.

So every year, we renew our contract with our third-party health administrators. And as we approach that renewal for the upcoming 15-year (?), we decided, like a lot of employers, that we should take a little bit of a deeper look. There are a lot of things changing, not a small number of things, related to the Affordable Care Act, and things that employers who buy health insurance have to change.

And then obviously, everybody's talking about cost and the expense of healthcare. And then at Tufts, we also wanted to address the issue of choice. We found that over time, the three plans, or the three third-party administrators who offered plans to Tufts employees have become very similar. And so there really wasn't a lot of choice for our employees. They really were very much the same, all of the plans, Fallon, Tufts, and Harvard offered to our employees.

So as we did that, we looked at what the options might be, how did people approach the issues of cost and choice and compliance. And a number of employers are, as you would read recently at Harvard, shifting costs from the plan or the employer to the employee. So there's a cost shift kind of thing that's been happening, partly just because it has become so expensive, but also partly because some of those employers want to incentivize certain kinds of behaviors among the members of the plan.

There also have been over a long period of time various ways that plans have limited access to care, whether it's by creating a limited network of providers that people can go to or creating approvals that are required before you could access healthcare. So, for example, in order to see a specialist, you have to get a referral. So those were techniques that a lot of employers have used to try to control cost and direct employees towards behavior that they think is good for the cost of healthcare.

We chose to not do that, actually. Our plan does not approach it that way. We really approached it from the perspective of both wellness and how do we help people seek the kind of care and support that helps them to be well, as well as how do we give people the choice to select a plan that best meets their circumstances and their needs. So that is how we approached it.

In some of the questions, I think it signaled to me that there may be some misunderstanding or confusion. So two of the plans, which are the ones I think most people will choose, the traditional plan, which is very much like the plan you have today, as well as the quality plan, the first tier of
that, there is no deductible. Some of the questions questioned why we had such high
deductibles. There are no deductibles in those plans. So I want to make that clear.

There also was a question about why did we have as much as a 60 percent increase in premiums
and co-pays. So premiums are not increasing to that degree. In fact, some of the premiums are
decreasing. Some of your choices actually give you the option to have a lower premium. And
it's not just the value plan. It is in the traditional plan.

So if you're choosing the traditional plan, which is the plan that is most like what you probably
have today if you carry your insurance through Tufts as your employer, the traditional plan would
be the one that's most like it, and there is no deductible. There are some increases in co-pays, and
there are some decreases in co-pays.

Some of those decreases in co-pays revolve around the requirement that we actually made it easier
for people to get certain kinds of preventive care. The increases in co-pays are for physician
visits. They went from $15 to $25, and that is an increase, but we did not increase the premiums
to that degree. Because it's kind of amazing today to find yourself in a position of having lower
premiums for healthcare, but we were able to do that.

One of the things that contribute to our ability to do that is the fact that we will have one third-party
health administrator, and that's Tufts Health Plan. We gave this a lot of careful thought, and
probably the most important reason we chose Tufts -- well, now, that's not true. What I was going
to say is the most important reason is that more people employed at Tufts today use Tufts Health
Plan as their third-party health administrator than any of the other plans, so we felt it would mean
less disruption for more people.

But maybe the most important reason is that we were convinced that they could offer us the best
opportunity to have choice. We also found that their network of providers covered over 99
percent of the providers that are currently used by Tufts employees today. So that the providers
that you currently see are still providers that you can continue to go to. We are not limiting
providers.

There is one plan option, which is the quality tier plan, where if you choose that plan and you use
the Tier 1 in that plan, only some providers are Tier 1. So the benefits of being in Tier 1 only
apply to those providers, but even under that plan, you can see the other providers. There's just a
different construct of how you contribute to that cost.

And if you are in any one of these plans, the traditional plan -- which is what we kind of assume
most people would choose, because it is so much like what you have today -- there's no limit on the
providers that you can see. There's no limit under the quality plan either, but the reimbursement
structure stays the same, regardless of which provider you see.
What you can do, which you couldn't do under our current plans, is go to an out-of-network provider. So if you have something very rare, and the very best person in the world is not in the Boston area, and you want to go to that very best person in the world, you actually can, and your insurance will pay for it, though there is a deductible that applies. So we've actually expanded your ability to go to providers that are not currently in a network, either the networks we currently have or the network that we have with Harvard Pilgrim.

So I think that is probably what I wanted to say just as an introduction and maybe to help clarify some of the confusion that people have had about what we're offering in these plans. It is a change. It's coming at a time when there's lots of change in healthcare benefits because of the changes in regulation and law. But it also comes at a time where we were able to consolidate to one third-party administrator and save administrative costs, which is part of what we're passing back to employees in some of these reduced premiums that you're seeing as you compare what your options are going forward with what you currently have today.

I'm actually very proud of the team that helped put this together. Ann Mackenzie from human resources, and Robin Bartlett from Tufts Health Plan, and Denise Stephenson who's with Willis who is the insurance broker expert that helped us, and has in the past, as we renew our contracts for health insurance.

So with that, I'd be happy to answer questions, and I have a little team of experts here as well who've offered to stay after the meeting, so that if someone has a question about themselves and what's right for me, which you probably wouldn't want to ask here, now, they'd be glad to stay and try to help you with those questions.

Also, we did videotape one of the sessions that we did to help explain in more detail the new insurance plans, and it can be watched on the website, on the benefits website. And if you still have questions, it's a really good source of information, so I would encourage you to look at that.

We've tried to be as accessible -- we've had 40 different sessions across the campuses. You've been probably deluged with my emails and the mailings that we've done. So there is a lot of information, but if somehow it missed you, we're happy to try to help and answer questions. So questions now?

PROFESSOR FOSTER: Hi, Liz Foster, history. I just wanted to observe that I have a family of four that's covered. We were on Tufts Health Plan before, and it actually is -- there's an increase in my premium to switch to the current traditional plan. I just wanted to say that, since it sounded as if --

EXECUTIVE VP CAMPBELL: For each plan, there's the individual, two family, and family, and we have many plans now. I didn't say across the board, but for many people, there is a decreased premium. More families are seeing a decrease in premium, candidly, than individuals.
For most of the individuals -- and I'm pointing to myself -- there is an increase.

PROFESSOR MALCHOW: Howard Malchow, history. I just wanted information. However characterized, these are very substantial changes. And were they vetted in any responsible faculty elected committee before being promulgated, and if not, why not?

EXECUTIVE VP CAMPBELL: Well, no, I can't say that they were run by an elected faculty committee. We did have two really terrific faculty members advising us all along the way. So there was faculty involvement in this. I'm happy to do this, always happy to talk to faculty. I was invited here today, and it's my great pleasure to be here to do this. But not sure that there are established ways currently to actually do that.

PROFESSOR MALCHOW: It is Budget and Priorities, isn't it?

EXECUTIVE VP CAMPBELL: Well, we haven't done that in the past. I'd be happy to always consider doing that.

PROFESSOR DEVOTO: Are the same benefits available to part-timers now that were available before?

EXECUTIVE VP CAMPBELL: Yes.

PROFESSOR ORIANS: I called Tufts Health Plan, just to try to understand. And one of the things that struck me is that my doctor is not in the Tier 1, and so what I notice is my doctor uses Lawrence Memorial. So it seems like part of the strategy was to eliminate certain hospitals. And so my question is my son, if he was ever referred by his doctor in Lexington, would go to Children's, I would go to Lawrence Memorial. Those two hospitals are no longer on the list. So I'm trying to understand to what degree was this driven by who are primary care physicians, or how much was it driven by sort of hospitals and the costs that they tend to charge us?

EXECUTIVE VP CAMPBELL: It really wasn't driven really by either of those. So in your case -- and not to specifically talk about individuals -- but you should choose the traditional plan. There really is no change. You can continue to see your very same providers.

Myself, for example, I use Tufts Medical Center. I've been to Lahey Medical Center, because it's near where I live, and I've had some other treatments at Newton-Wellesley Hospital. And it's kind of like the perfect triplet there, because all of them have been rated not only high quality. All of the providers that are in this network are quality providers. It's not that they're not quality providers, but they're not all quality and low-cost. And those three happen to be quality and low-cost.

And so some of us will have an option. And it just happens that it will work for me, and I'd like to
try that choice. But if I am in a position where -- and I'm in individual coverage -- something happens that I don't anticipate, and I need to see someone somewhere else, I can. I'm not limited in that. I can do it. But I will have had slightly lower premiums. But if I see someone who is in a different tier, I would then be paying a little bit more. And it's reasonable, I believe, from a deductible perspective, in order to have that option and that choice.

So I think a lot of people -- one, because it's new and different -- will choose the traditional plan, because it is what we're most familiar with, but we want to be able to give people that option. And we kind of had to have the value option, which I don't think many of us will choose. Typically, that's for someone who might be younger, who has more confidence that they're going to stay healthy, and they're willing to take the risk that their premiums and costs are rather low, relatively, unless they get sick, and then they have to contribute more themselves.

But that is one of the requirements of the Affordable Care Act. We, as an employer, have to offer that kind of an option to our employees. So a good deal of this is about compliance and making sure that we have plans that meet those requirements. Is that helpful?

PROFESSOR ORIANS: Yes, I think so. I just was trying to understand. It's clear that some hospitals, even in this area, are not in the Tier 1, which surprised me, I guess.

EXECUTIVE VP CAMPBELL: Well, we don't make that judgment. We rely on other people who make those judgments, and it is about a combination of quality and cost. And it's interesting that Tufts Medical Center -- but if any of us have followed over the years the challenges that Tufts Medical Center has had, it often has been that they haven't been able to drive the reimbursement from third-party insurers that's as high as a number of their competing hospitals in the Boston area, that they are a lower cost, but very high quality.

PROFESSOR MANZ: Beatrice Manz, history. I wanted to ask a bit about the way in which this was introduced and publicized this fall, both about the fact that the default is no health coverage, and whether you really know how many people have signed up. I found, for instance, that the two people on leave in my department, just a few weeks ago, neither had realized what was happening. And the thought that they could have ended up without any healthcare was a little frightening to me. So I wonder, have you monitored this? Do you know where we're at?

EXECUTIVE VP CAMPBELL: Yes, we do. A little over three-quarters of our employees have signed up for healthcare. The deadline is the end of the day on Friday. We have people monitoring who the people are who have not signed up, so that we can reach out to them and really make sure that they do. We don't want anybody to be without health coverage. It could be someone who's chosen not to, either because their spouse or family member has insurance elsewhere, but we will follow up individually with everyone.

And if there is someone sick or on sabbatical or traveling or out of the country, or whatever it may
be, on leave, we will make sure they're not without health insurance. We're not going to leave somebody in that situation. We have not chosen a default option for people, because there is real choice here. We would be making a decision for people that has true economic impact, and we don't want to do that. I don't want to be making a choice that could be wrong for someone.

So there isn't a default option. But we are individually monitoring anyone who has health insurance through Tufts now to make sure that they're making an actual choice to not participate, rather than not being aware. So yes, we are tracking that very carefully. So thanks. We're very concerned about that, so tell everyone, please. Make sure that they sign up. But we are tracking them.

PROFESSOR ROMERO: I have two questions. First, a follow up on Howard Malchow’s -- many years, or quite a few years ago, there was a major change in the retirement contributions, and that was presented to the faculty ahead of time. We had time to think. You have made a real big effort now to have information sessions and so on, and you probably thought that this period for re-enrollment is the appropriate period. But it would have been helpful, that you're thinking about this is coming up, would have been presented a bit earlier to the faculty, because we had no idea.

PRESIDENT MONACO: I'd like to answer that, because I think it's about the relationship between the Executive Committee and the administration in putting the agenda together for this meeting.

So when I started, Peggy Newell and I and the two deans were very actively involved in putting items on the agenda that we thought were important for this group to give us feedback when things were in the formative stage, not when the decisions were made.

I think layering the strategic plan on top of that, there was reaction a year later, after the plan had gone through, that there was enough administrative presentations, no more Power Points, that you wanted to have the Executive Committee fully in charge of the agenda of the meeting, and we respect that.

But I think what's happened is the balance has switched to where we're not bringing things to you maybe before the process starts to get feedback, and I'd like to see that swing back to where we are working tightly with the Executive Committee, putting things on the agenda.

And also, not only on this agenda, but whether there are items that are in the process of change that the Executive Committee feels a subcommittee of the faculty would be best to address that, and then we would go to them.

So I hope if people agree, and we can talk about this further in the Executive Committee agenda setting, that we need to come to a more balanced approach to what comes onto the agenda so that we can have feedback and the ability to voice your concerns at the beginning, rather than on
something that's decided, if that's appreciated. Thank you.

EXECUTIVE VP CAMPBELL: That's great. We're happy to present, and not present, but discuss, because we want people's input, we want people to understand, and the faculty involvement that we did have was really very valuable to us, was very helpful. So we'll do that.

PROFESSOR ROMERO: But of course, as you know, anything you bring to the agenda committee on your part is most welcome, included. So if we don't know -- we had no idea it was coming. So we certainly couldn't put it on the agenda for the faculty.

The other question was a simple question. Will next fall everybody have to sign up again, or will it just continue?

EXECUTIVE VP CAMPBELL: No, it would continue. It would be like it was in the past, where you could renew, rather than have to re-enroll. I take that very seriously. We really do want to engage and discuss and happy to come to any meetings, many meetings, this meeting or the Executive Committee meeting, on any of these issues.

UNKNOWN SPEAKER: I know that in the past, there used to be a university-wide benefits committee. I found it on the web years ago, but I never saw it again, and I wonder if anybody here knows what happened to it, and maybe whether we should reconstitute it?

EXECUTIVE VP CAMPBELL: That may be a good idea. We have a committee, and it's typically been more staff on the committee than faculty.

PROFESSOR REMICK: The committee consists of people from different schools. We have about 12 members right now. We meet maybe once or twice a year.

EXECUTIVE VP CAMPBELL: It would have to be reinvigorated, I think, if it was to have a real impact, but I'm completely open to that. I like that idea. Thank you again.

TCU SENATE RESOLUTION TO CHANGE THE NAME OF COLUMBUS DAY TO INDIGENOUS PEOPLE’S DAY

PROFESSOR GONZALEZ: Thanks, Patricia. So the next item is going to be TCU Senate Resolution on Indigenous People's Day, and I'd like to call upon two students, Andrew Nunez and Genesis Garcia, to make a presentation. Now, we're going to have a short discussion after this, but we're not going to be voting on any motion today. Instead, based on today's discussion, the Executive Committee will draft a motion to be voted on during the next meeting.

MR. NUNEZ: Thank you, everyone, for inviting us, especially for Professor Gonzalez and Professor Romero. We really do appreciate the support that we've been getting. My name is Andrew Nunez. I'm a senior, and I'm an American Studies major and Colonialism Studies minor,
the first Colonialism Studies minor that was ever registered, so I'm very excited about that, and thanks to you guys for making that possible for students like me.

MS. GARCIA: My name is Genesis Garcia. I'm also a senior, and I'm also an American Studies major with a concentration in Education.

MR. NUNEZ: So you guys have, I'm assuming, read our resolution that we passed through the Senate, also our justification that we provide our little introduction. I just want to give a little bit more context to the work that we've been doing. This actually came about after looking into another school, Cornell University. Their student government had passed a similar resolution last year, and their university had changed it to Indigenous People's Day.

And then we were trying to under the last president, Joseph Thibodeau, who was the president of the student government last year, and myself had a meeting with Dean Glaser to see if this would be a possibility with Tufts, and he recommended that at the beginning of this year that we write a resolution, get the support of the Senate, and bring it up to the full faculty for a vote.

And it has been really remarkable, the support that we've been getting for students. If you could see, we had about 28 students voted in favor out of I believe 32 that were there, and it was a vote of 28 to 1 that passed this resolution. We had a rally recently on Columbus Day for Indigenous People's Day, and we had over 100 students show up, and a lot of students were actually off and at home for that weekend, so it was really a remarkable amount of students to see, supporting these endeavors as well.

MS. GARCIA: So one of the things I think along with having student support, one thing that's really great about this resolution is that it has been really entirely a student initiative. And I think the fact that the Senate passed it and that we've already gotten a lot of support just really speaks to sort of us collaborating as students on this campus across like different groups, across different sort of interests, and how we're working together to have this happen.

Secondly, one of the major questions we usually get about why we're reconstituting Indigenous People's Day for Columbus Day, and why have sort of a separate day for Indigenous People's Day, and we think that just sort of reconstituting as Indigenous People's Day is not necessarily to replace one day with another, but sort of to understand that there are more sort of complete ideas of this day as a whole. So it's sort of to understand that like it's sort of like how did we get here and what are the different areas or sides of the story that allow us to be where we are right now.

Honestly, we haven't gotten any push back. So the Tufts Daily, the Tufts Observer have reached out to us and asking us to speak more about this issue, and more importantly about the importance of representation and how native peoples are represented here on this campus and usually just in media and things of that nature.
MR. NUNEZ: I think this is also really important, because as a university, especially in our four years here, we've seen a definite shift in the way that the university has been dealing with discussions and narratives of different areas.

We've had in my four years here, Africana Studies, Asian American Studies, Colonial Studies minor, the creation of the Consortium of Studies in Race, Colonialism, and Diaspora, the Center for the Study of Race and Democracy, and these are all things -- and also the Diversity Report. These are all things that are in line with establishment of Indigenous People's Day. So I think with that, we can take some questions.

PROFESSOR DEVOTO: Did you consider moving the apostrophe to the right of the letter S?

MR. NUNEZ: Yes. Actually, we did have that discussion. Actually, the reason we did not put it there was just because Berkeley was actually the first city to establish an Indigenous People's Day, and they put the apostrophe to the left of the S. But there have been some universities and schools that have put it to the right of the S. And I think that there's some really narrative (inaudible).

PROFESSOR DEVOTO: I want a footnote that omits the apostrophe entirely, which might be the best solution.

PROFESSOR SCHMIDT NOWARA: Chris Schmidt Nowara, history department. Thanks for this proposal. I was just wondering in terms of what events might take place on Indigenous People's Day. It sounds like you're interested in making this into a teaching experience on campus, so can you speak a little bit about what would happen on this day versus what happens now, or maybe what you're already doing.

MS. GARCIA: Yes. So that's sort of part of why we decided to hold an Indigenous People's Day rally on Columbus Day, so sort of give an example of this day is not just, “Hey, we're going to rally today,” and then no one's going to do anything about it. It's we're going to change the name of the day and also educate people on being more into this thing.

So we got about -- (inaudible), maybe it is a form of a rally, maybe it's a form of some type of symposium on that day, symposium surrounding native people. So maybe the theme would change from year to year, but granted, it's all related to sort of the narrative of native people here in America. Maybe even the first one could be about particularly like native peoples who live on sort of where Tufts is located now. I think it would be really interesting and really tying how we are implicated in sort of these narratives of native people.

MR. NUNEZ: We were trying to get a lecturer to come to speak at Tufts that day from a neighboring school. There are a lot of other schools nearby who have a lot of indigenous studies and have done a lot of work. Also, there are a lot of native students on campus who are part of
local tribes here in Boston and the greater Massachusetts area who do pow-wows and do different things. And I think that teaching about other cultures is very imperative to the part of this community that we're trying to build here at Tufts.

PROVOST HARRIS: David Harris, Provost. Andrew, Genesis, thank you very much for doing this. Just a quick question of clarification. Did you say that Cornell had actually changed, so officially, it's Indigenous People's Day? Because I found the student resolution, but I didn't find anything that said they had actually accepted it.

MR. NUNEZ: Right. So when I was speaking with the student government president last year, they were in communication with the administration because on official academic calendars, it couldn't be written because of federal law, I believe. But they had it on all the other calendars at the university, so it might have been the calendars that you were looking at. But I know also universities like UC Berkeley and also Brown University have changed the name, too.

PROFESSOR JOHNSON: Vida Johnson, German, Russian, Asian. You said that the vast majority of the Senate voted on this, but this is a very small representation of the student body. Have you considered putting it to a referendum with the student body? That's my first question. And my second question is besides Tufts, we live in a particular community surrounding us, and there's a very large Italian community. There are very large communities that might have sort of negative reaction to this, and I'm wondering whether you have consulted any of those communities, what removing the name would also mean?

MR. NUNEZ: So for the first part of the question, I've been a member of the student government here for about four years, since my freshman year, and part of the reason that we have a student government is so that we can start -- well, two reasons. Number one is allocating the student activities fee, so all the student groups, but also it's supposed to be a representation of our class here.

So there are seven members of each class who are members of the student government. Also, there is one member from each of the group of six, so the Latino Center, Student Affairs, International Center, Women's Center, Africana Center, Asian American Center. So those are also representatives on the student body.

And I think that is a really great representation of the entire student body here, and the reason that we have elections every year, so that students can voice if they agree or disagree with the representation and should shift the way the representation is on the student government. So I think one of the great and wonderful things about having student government is that it acts a voice for the entire student body at large.

MS. GARCIA: I think we are looking at the ways that other schools apply it and sort of
committees who have changed the name to Indigenous People's Day, the way that they sort of handled the push back, at town communities sort of being like, “Oh, well, you know, Columbus, we're proud of him, etcetera,” is again sort of reaffirming that it's again not to sort of pretend that Columbus never happened, essentially, but essentially to affirm the legacy of the native American people who lived on these lands before Columbus even arrived.

So I think the discussion is really about, again, a complete picture as opposed to one or the other. And I think if that is sort of emphasized, then there can be sort of really a humanist way of understanding this as an important thing.

MR. NUNEZ: I'm also thinking about the interesting thing about federal holidays is that there's actually two federal holidays that are named after a person. The first one is Martin Luther King Day, and the second one is Columbus Day. And it's interesting because Christopher Columbus never actually set foot in the geographical boundaries of the United States. He went to Hispaniola, which is currently the Dominican Republic and Haiti and the Bahamas and San Salvador, and these were places as well that were -- Christopher Columbus set foot on, but never in the United States.

And I think that particularly with how do we think about -- like Genesis said, it's about creating a complete picture. It's not about one or the other. It's really about affirming an incredible legacy of indigenous people who were here in the North American continent long before Columbus arrived.

PRESIDENT MONACO: Many things that go on around Christopher Columbus are about the spirit of discovery, and I think we all would agree that discovery at that time is discovery and conquest whoever was in your way, and I think that's the point you're trying to make.

But my renaming it Indigenous People's Day, I think you're focusing the event on those that were conquered, and you're losing the positive aspect of it, which is the spirit of discovery. So is there any thought around how you try to accomplish both without emphasizing the more negative aspect of what happened in that time?

MS. GARCIA: Well, I think again, to understand the complete history is to understand the fact that yes, there are -- you know, negative aspects or unfortunate aspects of history. But again, it is not to focus on that. It's also to celebrate the legacy of native peoples. And I will go along to say that one of the things -- I'm sorry, I lost my train of thought.

Another thing is that when you think about Columbus Day and the way that it currently stands and the way people currently understand the narrative of Columbus Day is one that kind of glosses over those negative aspects, and I think something that that does is that it's to deny that history is not being uncovered every day. It's to deny that history isn't constantly sort of changing the way that we understand history. And so I think that to sort of discontinue to just celebrate Columbus
Day as is, is to sort of deny further discussion about that narrative.

UNKNOWN SPEAKER: So I think what you're proposing in terms of focusing on an encounter is incredibly important, right? And I personally am not terribly worried about Columbus disappearing. You know, that master narrative is very well entrenched, and kids learn the story, 1492. And so I really don't think there's like a terrible danger here in focusing, like re-shifting the focus in order to talk about encounter. That's my personal opinion.

And then I have sort of an encouragement, which is if this does pass, and you're able to do this, and you can use this as a teaching moment to really be as interdisciplinary as you can -- because if you look at something like NADCRO (?), and archeologically, what do you do with these collections of human remains and artifacts that are in these museums, this is a huge issue, and it's really, really interesting right now.

But you can also look at humanist aspects of culture, and there's so much. So hopefully, as this goes forward, I would just encourage you to really think, as you were saying, in a humanist perspective, and look at how many ways through the arts and sciences you can look at this more like an encounter and really open it up for this university.

PROFESSOR GONZALEZ: We'll have one last question, because we have something else on the agenda.

PROFESSOR SCHWARTZBERG: Sharan Schwartzberg, occupational therapy. I appreciate your bringing this to the faculty. Sorry if I'm off on this topic, but I was thinking that I never understood how we determine why we had holidays at all. And so I always wondered why I have off on Christmas Day rather than on Yom Kippur. And then I remember the committee deciding that we sometimes didn't celebrate certain holidays. We didn't have off for Columbus Day or Election Day.

So more basic to me is my confusion around the whole idea of how we decide to have a holiday or not a holiday. And more important to me is having a university-wide calendar. So sorry if I brought this off point. I'm glad you raised this, but it made me think about the whole notion of holidays.

PROFESSOR GONZALEZ: Genesis or Andrew, are you in a position to answer this? But if you have an additional questions, please direct or email them to these two fine young students. We'll end the discussion here for now. As I said, based on today's discussion, we'll file a motion to be voted on during the next AS&E faculty meeting. So any motion to endorse the holiday will change only the AS&E calendar, rather than the university calendar. So I just want to make that clear. Thank you.

So finally, we call on President Monaco to provide a progress report of university initiatives and
capital projects.

PROGRESS REPORT ON THE SCIENCE AND ENGINEERING CENTER
PRESIDENT MONACO: So I saw one of our assistant professors listed on Facebook. He said that the meaning of Veterans Day is when all assistant professors come to work, and those that have gotten tenured can stay at home.

This is a chance for me, and for those who were able to make the town hall meeting, thank you, but I understand because of your many duties, both teaching and research, many of you might not have been able to make that. So I'm going to gallop through a range of slides so that I can get to the more important ones that I know this group wanted to look at it, but I think it's an opportunity for me to update you on a number of issues.

To start, just to say that it's been a great start to the year, with a number of community events. Foremost I think was the celebration of the Eliot-Pearson's 50th anniversary as a department. A great community day with over 2000 members of the community here for a barbeque on the quad. A very successful parents and family weekend. I got a lot of emails from parents afterwards, thanking me and you, the faculty, for the great presentations you made. So they got a very good sense of what it's like to be a student here at Tufts.

I hope all of you had a chance to celebrate some of our fine performance from the Department of Drama and Dance with Orchids to Octopi, as well as Bernadette Peters here for the Granoff concert, who enchanted us with an evening of song and entertainment.

We've had a range of very distinguished speakers come to campus, organized through the Tisch College, including Senator Elizabeth Warren, as well as Kathleen Sebelius, the former secretary of HHS, as well as some alumni, Matt Bai, who was just here. We had the co-founder of Warby Parker Blumenthal from the class of '02 as the Lion Bendheim lecture this year.

And we had a great celebration at Yankee Stadium for Sol for his 50th anniversary of teaching at Tufts, as well as his 80th birthday, and there were many generations of jumbos there. It was quite an event that I'm sure he will remember for years to come.

And not on this list, I hope many of you have had a chance to see Andrew McClellan's presentation of the jumbo exhibit in the art gallery to celebrate that 125th anniversary. We're still waiting for the jumbo sculpture to arrive. I've stopped asking. I don't know when it's going to arrive, but hopefully, it will get here by the end of the calendar year.

On the new student front, really incredible increase trajectory of quality, selectivity. Yield is best it's ever been, and diversity, importantly. And thank Lee and his colleagues and those involved with running programming to bring students to campus. We really continue to be a college of choice for many students across the country.
On the graduate and professional admissions, it's a more complex picture. Here, in GSAS and the School of Engineering, we see that applications are steady in arts and sciences and up with increased yield in engineering. For some of our graduate and professional schools, like Fletcher, veterinary, dental, numbers are down, but these are reflecting national trends, and they have a number of initiatives where they're trying to address that. But at least for this faculty, things are in a pretty good place.

Just to remind you of the strategic plan themes, I'll update you on a couple of these. Briefly, I'll cover team. The end of the talk, we'll talk about facility improvements. I'm going to put one slide up on 1+4. Financial aid, as I had mentioned before, we had a two-year goal to raise $25 million in endowment with a matching scheme. We raised $37 million over those two years, so a really big success story for the university. And we are launching another two-year initiative, with a goal of $50 million, again, with a match from our reserves.

The CDO search is coming to a completion. I've seen at least two of the four candidates. We have two more to come on campus for final interviews, with stellar candidates in the ones I've seen, and I hope we'll be able to attract someone to that position soon.

The bridge professors, two of those have been launched, and we also have been able to obtain funding. David and I went down to see the Mellon Foundation and convinced them, and thank you to Kevin Dunn for his work on this, to give us an award of $1.4 million for bridge professors in the humanities. And I'll briefly update you on TII.

All importantly, the ball is in the court of the schools at the moment, and I have seen at least a draft of the A&S strategic plan. I think it aligns in many of these areas, which is quite compelling, as well as of course has some unique aspects more specific to the school, and I know engineering has revised their strategic plan.

The 1+4 program, this is now going to be launched for the class of 2019. The Tisch College has done an excellent job of going out and looking at a range of proposals on structures that would help us run this. We're going to be working with well-known groups, like City Year or Global Citizen Year in four U.S. cities and four countries around the world. We've gotten a major grant from Santander Universities to help fund this as well as a number of private donations.

It's interesting when I go out and speak to alumni, many of them really resonate with this program, because they think it's very unique to Tufts and aligns with our commitment to active citizenship, and many of them are interested in funding this, who would not have been interested, for example, in financial aid.

The Tufts Institute for Innovation, this is a picture of David and me with our jumbo scissors cutting the ribbon over on the Boston campus for the renovated space there. As many of you know, they
had seed funding for four separate projects. I think there's upwards of 40 faculty members involved in those projects across the schools.

And interestingly, there are ten undergraduates who are parts of these teams, and I've spoken to some of them about how excited they are to be involved. There was another call for proposals at the moment, and we're thinking about how this gets developed with faculty hires in conjunction with schools in the future.

On a more somber note, this is the budget outlook. This is the net operating income for the university. When I started in 2011, Tom and his colleagues had told us that the trend was going to be going in this direction. A lot of it was due to investments we had to make in business systems, like SIS, the investment research administration, as well as really tight margins that were expected in AS&E, as well as the deficits that we're experiencing in the medical school, and continue to experience, although this year might be better for the veterinary school. So that is the imperative upon which we started to plan '14, to bring in Deloitte to think about what are our opportunities to turn this around. The investment of that is happening in this year.

We are expecting a 10-million-dollar deficit, and we're hoping to do better than that, but part of this is the trend we had predicted, part of it is the investment we're making in further business systems, like finance, as well as populating the Tufts support services. But we predict that through the success of that in other areas, we will be back in surplus by 2017.

So this is why we've had to at some pace think about new systems and ways of working that will lead to savings and better service to our academic mission, but it does require upfront investment.

I just want to emphasize the importance of school budgets. All the tuition revenue and research indirects go to the schools. You are charged for services from the central administration and other divisions, but the surplus that you make or the deficit you make is yours to own. But why is it a good idea to make surpluses in the future to make one-off payments for hiring faculty? You might need equipment, renovated space to put money on the table for renovation of your own buildings and other initiatives.

So surpluses are a good thing, and that is why we need to get back into surplus. It's also important for the way we can get debt financing for future capital projects. You can't do that if you're in deficit year on year.

That leads me just to summarize TEAM, and I think Patricia and her colleagues would be happy to come back and give a more detailed update perhaps early in the spring semester when we have the TSS up and running. Dick Doolin from finance has moved over as the director of Tufts Support Services. We have now hired a number of internal candidates, as well as a few externals. They're under training, and we hope to be able to launch some of the services in HR, IT, and finance in late December, and they will be housed in 62R Talbot at the rear of Talbot Ave.
But I also want to highlight as well as the TEAM efforts on setting up this service, procurement has done an incredible job over the last year and a half, I'd say. We've invested in more people to do that work, and millions of dollars are being saved on procuring our contracts and services. The health plan is one example. Others are the way we get maintenance supplies or contracts for things like HVAC or elevators, dining contracts. There's just a range of things that we've been able to drive the price down and continue to get good service by renewing contracts in an aggressive way.

On the fundraising front, I didn't want to have too much here on the campaign. I'd like to have a chance to come back, or Eric Johnson to tell you a lot more about that. We are in the planning phases, but just to let you know that we've had a very good -- last year, we had a goal of $80 million. We raised $92 million. As I told you, financial aid had a very successful part of that.

And this year, we've set our sights higher, at $100 million across the university. And already, after the first quarter, we've been able to bring in $43 million. That compares to $22 million at the end of the first quarter last year. So we're quite bullish about how alumni are feeling about the university and our major donors. We have all these facility improvements, which have naming opportunities, and we're very active in building up the case for the campaign, which we hope will be in the 1.3-to-1.8-billion-dollar range.

Now it leads me to capital planning, which was I think at the heart of the invitation to speak to you today. I want to talk a little bit about some of the work we're doing to revise our campus planning, and then talk about the four major projects that are ongoing on this campus.

Just to remind you of the governance structure. In addition to your own committees, like AS&E has a Capital Planning and Development Committee, which I know Lois is meeting with a detailed document about these areas this week. Each project has a project sponsor group, which includes either the deans, the EAD from that school, someone from operations, and someone from the central administration.

But on each campus, the deans, on this campus, all four of them, the provost, the EVP, and Linda, VP for Operations, are meeting to discuss the campus-wide planning. For example, what happens to Barnum when it's vacated, what's its future use, and how does that resonate with the deans and their interest on the academic side.

Projects eventually come to the Capital Executive Committee, which is I, the provost, Patricia, Tom McGurty. We make final decisions on what will go for approval to the Building and Grounds Committee of the trustees, who then report that to the Trustee Committee. A lot of work goes on at Building and Grounds. They meet quite frequently. Many of them have real subject expertise in this area as developers, and they put a lot of time and effort into analyzing our plans.
This is just a schematic of the campus, an over site, and you can see Boston Ave. here, College Ave. here, this the proposed new T stop, and if I layer on top of that, you can see the various quadrants or sectors of the campus. There's lower campus, the hill with the main quad, athletics north, athletics south, and areas where we're thinking about future development. For example, dorms could be put on the hillside area near other dorms in that area.

As you know, there's the area here on Boston Ave., where the CLIC building is going to go, and then what we're calling the new gateway, which is the area where if we layer on top some of our current projects, that's the CLIC building at 574 Boston Ave. The gateway area will have the new Science and Engineering Complex, a proposed new central energy plant, which I'll tell you about, as well as the T stop and a possible air rights building.

I won't spend much time on this very exciting building renovated for $34.6 million. Multiple departments are moving in, both engineering as well as arts and sciences, and there's a lot of new teaching space in this building. It's going to have a lot of character, with a wooden frame inside, and we hope to get handed over that building in spring of this year. A lot of people will move in over the summer and start with classes in the next semester, or the semester after.

There will be a new front end of the university. That's the Sci. Tech building here, so it will be a new frontage on the south side of campus. There will also be a place adjacent to this, which will be connected to this building that will have food.

The Science and Engineering Complex. Payette had come up with a vision after they heard from our faculty meeting we had, I think in my first year, that if we were going to build a Science and Engineering Complex, the faculty very clearly told us it needed to be built and integrated with our existing science and engineering and math and computer science faculties. So that is why we were sold on the concept from Payette that we not only build a new building, but we integrate it with current structures, like Anderson and Robinson. With current planning and budgeting, we hope that this would be finished by summer 2017.

At the request of faculty, I got involved over the summer in helping to start and initiate conversations about the various aspects of what we needed in the building, and then that was handed over to faculty co-chairs. I know a number of them are here, and they'd be happy to also contribute to the discussion.

It also has a project sponsor group, like all major projects do, which includes the two deans, David Walt to represent TII, and Patricia Campbell. We had faculty working groups around the teaching labs, the Vivarium, three core facilities that we're thinking of putting in the building around, analytical instrumentation, imaging, and a third one on mass spectrometry. It will be focused on different floors, and there's room for further core facilities that will be open to the entire campus or anyone in the university.
On the research lab, we really wanted to focus on trying to organize faculty under different themes. The environmental and global change, of course much of that is going to be the biology faculty and one earth and ocean science faculty members moving out of Barnum, so they are populating at least 1.5 floors of the building.

A neuroscience theme that David Kaplan got everyone excited about, which will draw in faculty from a range of departments around three-dimensional neuronal cultures that he has developed, which is really a unique thing that no one else has been able to do with a very long life for these neurons, which allow you to do a range of different experiments that were just impossible before.

And then TII is getting about half of one floor to extend their activity on this campus and to be able to further integrate undergraduates into the research.

I'm going to show you two slides. I have more if people are interested, but I thought as an example -- three slides. This one just shows the schematic of the building. So this is the south side of Robinson. You would enter the building still from the other side, or you could enter it through here. There's an atrium in between the new building and Robinson and Anderson, and there's also an entrance here on the south side, and this is Bromfield Pearson.

This is a cross-section of the building, showing how it's going to be integrated with Anderson and Robinson. Again, you could come off College Ave. and enter here. You would go down the stairs and into the atrium. This is a place for food and drinks, so it will be a nice social area, and these are the two teaching labs. This is the general teaching lab that most likely will be used for Biology, and this is an advanced teaching lab, and this green box is one of the core facilities on analytical instrumentation. So this whole floor is really dedicated to teaching.

It also shows Robinson. We are not going to renovate this floor of Robinson. We are going to invest $8.4 million into renovating the three floors above this one. This one is for future development, and it's an excellent place to put future core facilities because of vibration interest. But at the moment, we're going to leave that shelved.

And then this is an example of an upper floor. The first thing to notice is in the new research building, one half of the lab space, so three floors, are not going to be fitted out in the beginning. The number I used in the town hall meeting to fit out one of these floors is probably around $3 to $3.5 million, not an amount which is impossible to achieve going forward, but with the current budget, we felt we needed to focus on this half of the building.

But the way it's organized is the three different themes are populating floors on this part of the building, and then using Robinson 4 as the architects predicted for dry offices and seminar rooms. But it is certainly possible that if themes grew beyond their space, or new themes come into the building, we can think about those here on this side of the complex.
This is the first floor level, and you can see that mechanical engineering will have all of their offices moving out of the annex into this. That hopefully will make them feel part of the complex. And the neuroscience theme, which David is organizing with faculty across the university, really, will be on this floor. The floor above is half the Environment and Global Change, part of it TII, and the top floor is all Environment and Global Change, which really is the Biology members moving in, plus Earth and Ocean Sciences.

Anderson is going to get some upgrades to fire accessibility, but we do not at this point have the funds or the logistics to be able to completely gut and renovate Anderson. That is a project for the future.

Moving on to the Campus Energy Plant, this is a very exciting project to get rid of our 60-year-old energy plant, which when I arrived was burning oil. It now burns gas. It's very inefficient, and we need to replace it. We're thinking of a new energy plant, which has now been approved by the trustees, subject to further design that will create steam through a cogeneration to provide electricity. It will have a central chilled water plant and upgraded electrical distribution.

It is necessary to support the SEC. We cannot build the SEC without this, so that was the reason this had to go forward quite quickly. But eventually, we hope that it will support the entire Medford campus.

The advantage is it will reduce our greenhouse gas emissions by 20 percent. If there's a power outage in the region, we are now going to be generating our own electricity, so we will have better reliability on that occasion, and we think it will be a great teaching resource for our engineers.

The business case is the significant energy savings will allow the investment that we put into building this building pay for itself in ten years' time.

This slide just shows the position of the current facility and its smokestack next to Dowling. The idea is we demolish this, and we build a building lower down at grade on Boston Ave., and this is a schematic of what that might look like. The cladding has yet to be decided. It still has a cooling tower. It's much lower. And because it's at ground level, you hopefully won't see it as much. It's a two- or three-story building, and it will have a glass frontage so people can see in.

And lastly, to talk about the Green Line extension, a very exciting project that comes to campus hopefully in 2020 at the corner of College and Boston Ave. The enabling work needs to start soon, so we are in discussions with the MBTA, and particularly, we have a donor who is interested in building an air rights building for academic use on top of the T line.

This slide shows Boston Ave. There's Dowling, there's the new central energy plant. This is College Ave., and there's the platform for the train, and this is the possible air rights building. Some of it would be built on top of the platform. Most of it would have a footprint on the ground.
There would be a nice plaza and a sit-down area here and a plaza across with future development possible in this site.

The architect's view of this coming up Boston Ave., the science and engineering would be over here, the essential energy plant would be around the corner. There would be the entrance to the T. There's the air rights building and a possible bridge to the campus, although we really need to look at that in terms of how traffic comes in and out. This is not a very nice intersection, as you all know, and they're very keen to work with us to make it safer, regardless of whether we do this bridge or not.

The deans will be meeting with the provost and Linda and Patricia Campbell to discuss the possible uses of this building. There's nothing on the table at the moment, except for the need for modern classroom space. But it will be a signature building and an important one to think very carefully about what we put in it.

So I'm going to summarize and say I hope we've kept to the motto of a student-centered research university as our vision, by the progress on implementing T10, not only at the university level, but also within the schools. I ran through a number of the strategies, the fundraising priorities, the budget outlook and TEAM, and some of the plans for a new fundraising campaign.

Importantly, for this group, who wanted to see the capital investments, I hope that's an appreciation of a very, very exciting time at Tufts, and actually a corridor there which will be developed in the future that I hope will continue to excel our academic mission. Thank you very much.

PROFESSOR GONZALEZ:  We have time for one or two questions.

PROFESSOR DEVOTO:  Has any further thought been given to the pressing Boston Avenue below the street level so that College Avenue goes over it and the intersection problem considerably ameliorated?

PRESIDENT MONACO:  I have not heard that proposal. I imagine there would be cost that would inhibit that.

PROFESSOR DEVOTO:  There might be some federal money. I heard about this about 20 years ago.

PROFESSOR SWAN:  Chris Swan from civil and environmental engineering. You talked about an issue near and dear to my heart, which is the opportunity for students to directly participate not in the planning as much, but really in the construction process.

But I will also say that there's an opportunity here for the planning expansion, so our students can actually see this thing get built and actually say, “I participated in it over time,” and therefore when
they become ten years out, alumni at Tufts, they can actually talk about it.

PRESIDENT MONACO: We'd be happy to get students involved with that.

UNKNOWN SPEAKER: So in terms of the map and the different areas of the campus, I know that it's perhaps down the road, but I'm wondering where the arts corridor might be, since we're there, but we're not on the map.

PRESIDENT MONACO: Well, I would say you have a very good performing arts corridor down here, and I think what we need to think about also is how we re-purpose Barnum and Dana. That's something I think the deans need to really weigh in on and what's important to add to the quad, what might bring other aspects of like a bit of Fletcher across the road of Packard Avenue. They're crying out for space. So there are a number of speculative areas where you could invest. So I think that's an important building. And I know there are school-based plans that I haven't seen the details of renovating Eaton, and I'd love to see those plans and see how they might help facilities on the quad.

PROFESSOR GONZALEZ: Thank you, President Monaco. Adjourn the meeting.

MEETING ADJOURNED

Respectfully Submitted,

Jillian Dubman
Secretary of the Faculty for Arts, Sciences & Engineering
Schedule and Location

Wednesday, November 12, 2014, 12:00 PM – 1:20 PM
Coolidge Room, Ballou Hall
Light lunch, coffee, and water served at 11:30 AM

Agenda

Announcements

Announcement from the Office of Alumni Relations
Jonathan Kaplan, Senior Associate Director of Alumni Relations

New Business

Brief Report from the AS&E Executive Committee
Members of the AS&E Executive Committee

Open Enrollment and Health Care Changes
Patricia Campbell, Executive Vice President; Ann Mac Kenzie, Senior Director of Total Rewards, HR; Denise Stephenson, Vice President, Willis; Robyn Bartlett, Director of Specialty Accounts, Tufts Health Plan

TCU Senate Resolution to change the name of Columbus Day to Indigenous People’s Day
Andrew Nunez and Genesis Garcia, TCU Senators

Progress Report on the Science and Engineering Center
Anthony Monaco, President

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
- TCU Senate Resolution

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

Announcement from the Office of Alumni Relations

Tufts Office of Alumni Relations (OAR) works closely with the Alumni Regional Volunteer Chapters for Tufts, and we are seeking possible opportunities to feature faculty members when you are on the road. If you plan to travel for Tufts this semester or next, and would potentially have interest in speaking at an alumni event in the city you are visiting, please contact Jonathan Kaplan in OAR at jonathan.kaplan@tufts.edu. Once you have contacted the Alumni Office with your travel plans, we will place you on a list of potential faculty speakers for this year. Though we cannot promise anything, if the volunteers in the city you visit are able to plan a speaker event during your travel dates, we will let you know with a minimum of six weeks’ notice to begin the planning. A number of Faculty members have participated in this program over the past year with great success. Thank you very much, and we look forward to hearing from you.

New Business

Brief Report from the AS&E Executive Committee

Speakers: Members of the AS&E Executive Committee

Summary: The Executive Committee will provide a short progress report on the evaluation of the Provost's proposal on AS&E reorganization.

Key issues: In accordance with the AS&E Faculty Position Statement, the Executive Committee met with relevant AS&E faculty standing committees and asked them to evaluate the various aspects of the Provost's September proposal. These standing committees are as follows: Budget and Priorities (to look at the budgetary implications of potential changes), the Faculty Advisory Board (to look at the suggested changes in the operation and reporting structure of Dowling), the Admissions and Financial Aid Committee, the Athletics Committee, and the GSAS Executive Committee including a representative from the School of Engineering (to look at the areas under their purview). The committees are at work on these quite demanding tasks, but need some time. We will provide a fuller report during the next AS&E meeting on December 3.

Action required: None.

Further Information: Attend the AS&E Faculty Meeting on December 3, 2014.

Open Enrollment and Health Care Changes

Speakers: Patricia Campbell, Executive Vice President; Ann Mac Kenzie, Senior Director of Total Rewards, HR; Denise Stephenson, Vice President, Willis; Robyn Bartlett, Director of Specialty Accounts, Tufts Health Plan

Summary: The differences between the three health insurance carriers have evaporated, which left us with a perception of choice, but no real choice. We were not meeting the needs of our diverse
population. We conducted an RFP process to partner with one strong carrier and offer real choice in plan options.

1. We evaluated over 250 points including network access, provider relations, clinical quality, disease management programming, program flexibility, member services, financial proposals and communications.

2. Tufts Health Plan (THP) will be the university’s exclusive provider of health care starting January 1, 2015.

3. There will be three new health plan options: Quality Tier Plan, Traditional Plan, Value Plan

4. Benefits offered under the three plans:
   - Access to full THP network, including Harvard Vanguard
   - All plans are Preferred Provider Organizations (PPO) – referrals no longer needed
   - 100% coverage for preventive care, meaning there are no copayments
   - All plans have out-of-network benefits
   - Robust prescription drug coverage

5. Additional support provided by THP: dedicated microsite for Tufts University employees www.tuftshealthplan.com/tuftsuniversity and a dedicated Member Services Team for Tufts University employees 1-844-516-5790.

We followed the kind of process we use for all benefit program changes:

1. Engage industry expert for advice – Willis
2. Formed a committee consisting of Senior Leaders, Purchasing, HR Benefits, Faculty Members Paul Hattis/Amy Lischko – Public Health and Community Medicine, Willis
3. Conducted a full Request for Proposal process
4. Briefed Senior Leadership and Academic/Administrative Councils

PLEASE NOTE: Employees wishing to have health insurance coverage for 2015 must select one of the new plan choices and complete the open enrollment process by November 14th.

Action required: Employees must complete the open enrollment process by November 14th.

Further Information:

Patricia Campbell Letter – Mailed September 15, 2014
Open Enrollment Packet – Mailed October 20, 2014
Health Plan Education Meetings – (Recorded presentation available on THP Microsite)
Tufts NOW Article – October 29, 2014 and November 5, 2014
Postcard Mailing – November 6, 2014
TCU Senate Resolution to change the name of Columbus Day to Indigenous People’s Day

*Speakers*: Genesis Garcia, A15, and Andrew Núñez, A15

*Summary*: On September 28, 2014, the Tufts Community Union Senate, passed a resolution urging Tufts University to recognize Columbus Day as Indigenous People’s Day on any calendar distributed by the university.

*Key issues*: On September 28, 2014, the Tufts Community Union Senate, passed a resolution urging Tufts University to recognize Columbus Day as Indigenous People’s Day on any calendar distributed by the university—an action following in the footsteps of many other peer universities across the country including Cornell University1 and University of California, Berkeley.2 As CNN reports, “Today, 16 states, including Alaska, Hawaii, and Oregon, do not recognize Columbus Day as a public holiday. South Dakota has celebrated Native American Day since 1990.”3 Further, the Seattle City Council made national headlines in earlier this semester when it unanimously voted to recognize Indigenous People’s day joining Minneapolis, Berkeley, and other districts, counties, and cities across the country.

As a group whose existence and contributions to this country have been historically silenced, Indigenous People’s Day would provide a platform through which the lives of Indigenous peoples can be properly celebrated. Some of the reasons why other cities and states have chosen to recognize Indigenous People’s Day is because of the historical legacy of Christopher Columbus. Today it is known, particularly within the academy, that Columbus’ practice of colonization detrimentally impacted the lives of Natives.4 Additionally, Columbus never stepped foot within the geographic borders of the United States. Reconstituting Columbus Day with Indigenous People’s Day is not just replacing one perspective with another; it is acknowledging that all of our histories intersect to create a more complete picture.

Tufts University should take a leadership role within institutions of higher education and recognize Indigenous People’s Day for it will not only broaden the scope of diverse dialogue among Tufts students, but also encourage students to take courses that reexamine the history of the Americas and its peoples. It would also build upon the substantial efforts moved forward by the university for diversity, active citizenship, and social justice including the establishment of an Africana Studies Major, Center for the Study of Race and Democracy, and further goals set out by the Diversity Report. Aligning ourselves with these goals would reflect positively on the University by demonstrating a more inclusive understanding of diversity and an acknowledgement towards historically underrepresented groups.


4 Casa, Bartalome De Las. The Devastation of the Indies: A Brief Account. 1542.

Action required: Faculty members will consider this proposal at the November 12, 2014 AS&E faculty meeting. The Executive Committee will draft a motion in advance of the December 3, 2014 AS&E faculty meeting, at which the motion will be voted upon.

Update on University Initiatives and Capital Projects

Speaker: President Anthony P. Monaco

Summary: President Monaco will offer a brief overview of the beginning of the year and the status of major university initiatives and then review key current capital projects.

Key issues: While paying special attention to the Science and Engineering Complex, which is scheduled for occupancy in 2017, the President will also comment on the Collaborative Learning and Innovation Complex (CLIC) at 574 Boston Avenue, scheduled for completion in late spring 2015; planning for new energy facilities for the Medford/Somerville campus; and the MBTA Green Line extension to College Avenue.

Action required: None; for the information of the faculty, and discussion.

Further information: Faculty members are also invited to attend the President’s fall-semester town hall meeting for the Medford/Somerville campus community, to be held on Monday, November 10, 2014, from 3:00 to 4:30pm in Asean Auditorium in the Cabot Intercultural Center. A live webcast of the meeting will available at: http://president.tufts.edu/townmeeting
S. 14-9 A Resolution to Reconstitute Columbus Day as Indigenous People’s Day

WHEREAS Tufts University sits on lands that historically belonged to the Massachusett people;¹

WHEREAS in President Monaco’s inaugural address he stated that "Diversity remains one of Tufts’ proudest traditions, a defining characteristic of this university";²

WHEREAS Tufts University has made substantial changes in the past 3 years to incorporate the narratives of colonized peoples including the establishment of an Africana Studies major; Asian American Studies minor; Colonialism Studies minor; Center for the Study of Race and Democracy; and Consortium of Studies in Race, Colonialism, and Diaspora;

WHEREAS Indigenous People’s Day is a day that aims to recognize and “commemorate the contributions of Native people”;³

WHEREAS Cornell University, University of California, Berkeley and other universities are officially recognizing Indigenous People’s Day in place of Columbus Day;⁴,⁵

WHEREAS Hawaii, South Dakota, Oregon, and Alaska do not observe Columbus Day and many other states are considering renaming it;⁶ therefore,

BE IT RESOLVED THAT the Tufts Community Union (TCU) Senate urges Tufts University to recognize Columbus Day as Indigenous People’s Day on any calendar distributed by the university, every year from this day forward.

BE IT FURTHER RESOLVED THAT the TCU Senate urges Tufts University to offer programming on the history of indigenous peoples in the Americas on the aforementioned day.

Respectfully submitted by Genesis García, A15, and Andrew Núñez, A15, on 28 September 2014.

Passed 28-1-3

¹ http://anthonymorrismassachusetts.blogspot.com/2008/09/wampanoag-indians.html
² http://president.tufts.edu/2011/10/inaugural-address/
³ http://ipdpowwow.org/IPD%20History.html
⁴ http://assembly.cornell.edu/SA/20111201R28v2
⁵ http://ipdpowwow.org/IPD%20History.html
⁶ http://www.timeanddate.com/holidays/us/columbus-day
On September 28, 2014, the Tufts Community Union Senate, passed a resolution urging Tufts University to recognize Columbus Day as Indigenous People’s Day on any calendar distributed by the university—an action following in the footsteps of many other peer universities across the country including Cornell University\(^1\) and University of California, Berkeley.\(^2\) As CNN reports, “Today, 16 states, including Alaska, Hawaii, and Oregon, do not recognize Columbus Day as a public holiday. South Dakota has celebrated Native American Day since 1990.”\(^3\) Further, the Seattle City Council made national headlines in earlier this semester when it unanimously voted to recognize Indigenous People’s day joining Minneapolis, Berkeley, and other districts, counties, and cities across the country.

As a group whose existence and contributions to this country have been historically silenced, Indigenous People’s Day would provide a platform through which the lives of Indigenous peoples can be properly celebrated. Some of the reasons why other cities and states have chosen to recognize Indigenous People’s Day is because of the historical legacy of Christopher Columbus. Today it is known, particularly within the academy, that Columbus’ practice of colonization detrimentally impacted the lives of Natives.\(^4\) Additionally, Columbus never stepped foot within the geographic borders of the United States. Reconstituting Columbus Day with Indigenous People’s Day is not just replacing one perspective with another; it is acknowledging that all of our histories intersect to create a more complete picture.

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Respectfully submitted by Genesis Garcia, A15, and Andrew Núñez, A15

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\(^4\) Casa, Bartalome De Las. The Devastation of the Indies: A Brief Account. 1542.