AS&E Faculty Meeting, Wednesday, September 30, 2015

Schedule and Location

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

Agenda

Announcements

Upcoming Launch of AS&E Faculty Work/Life Website
   Elizabeth Remick, Chair, Committee on Faculty Work/Life

New Business

Resolution on the Passing of Christopher Schmidt-Nowara, History
   Elizabeth Foster, History

Update on the School of the Museum of Fine Arts (SMFA)
   Jim Glaser, Dean, School of Arts and Sciences, and
   Nancy Bauer, Dean of Academic Affairs for Arts and Sciences

Discussion of Proposed Bylaw Changes for Faculty Research Awards Committee (FRAC)
   Jeff Berry and Behrouz Abedian, Co-Chairs, FRAC

Discussion of Proposed Bylaw Changes for the Tenure and Promotion (T&P) Committee
   Mark Cronin-Golomb, Chair, T&P Committee

Concussions at Tufts
   Margaret Higham, MD, Medical Director of Tufts Health Service, and
   Carol Baffi-Dugan, Associate Dean of Undergraduate Education

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 Bylaw Change: FRAC
- Proposed Bylaw Change: T&P
- Report from Engineering Ad Hoc T&P Committee
- Concussion Letters

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

September 30, 2015
Briefings

Announcements

Upcoming Launch of AS&E Faculty Work/Life Website
The AS&E Committee on Faculty Work/Life is happy to announce the upcoming launch of the AS&E Faculty Work/Life website, which will be located on the Office of the Secretary of the Faculty website. This website provides resources and information on leaves, childcare and parents, elder and adult care, housing, health and wellness programs, and other work/life resources.

New Business

Resolution on the Passing of Christopher Schmidt-Nowara, History

Speaker: Elizabeth Foster, Assistant Professor, History

Summary: To acknowledge the passing of our colleague, Christopher Schmidt-Nowara, Prince of Asturias Professor of Spanish History. Please join us for a Celebration of Life on Saturday, October 3rd, 11 AM – 12 PM in the Coolidge Room.

Further Information: This resolution will be posted on the following website following the faculty meeting: http://ase.tufts.edu/faculty/resources/formerFaculty.htm.

Update on the School of the Museum of Fine Arts (SMFA)

Speakers: Jim Glaser, Dean of the School of Arts and Sciences, and Nancy Bauer, Dean of Academic Affairs for Arts and Sciences

Summary: Tufts is exploring the possibility of acquiring the School of the Museum of Fine Arts (SMFA).

Key issue: There are several different dimensions to this decision, and we have established several working groups to look into facilities and operations; finance; admissions, financial aid and students affairs; and advancement. Additionally, a faculty committee is meeting regularly to assess curricular and programmatic issues.

Action required: Update; to provide feedback about a particular area, contact the appropriate working group.

Discussion of Proposed Bylaw Changes for Faculty Research Awards Committee (FRAC)

Speaker: Jeff Berry, Co-Chair, FRAC

Summary: With the restructuring of the Research Administration, its ex officio member on FRAC shall be referred to as the “Associate VP for Research Administration or designee” in the FRAC bylaws.

Key issue: In its present form, FRAC bylaws include the Director of Research Administration (no longer existing) as its ex officio member.

September 30, 2015
Action required: Discussion of the proposed bylaw change on September 30th, and a vote on the proposed bylaw change on October 28th. Approving the amended bylaw

Further Information: See the attached document for the proposed bylaw change.

Discussion of Proposed Bylaw Changes for the Tenure and Promotion (T&P) Committee

Speaker: Mark Cronin-Golomb, Chair T&P

Summary: The Committee on Tenure and Promotion would like to propose
1) that the size of the Committee be increased from six to eight, with at least two members from the School of Engineering (up from one) and at least four members from the School of Arts and Sciences (up from three). The bylaws would still require at least one member from each of the following areas in the School of Arts and Sciences: the humanities and arts; the social sciences; the natural sciences and mathematics.

2) that the position of Secretary be eliminated.

Key issues: The rationale for the first part of the amendment is twofold.

1) Since 1995 the number of tenure stream faculty in Arts, Sciences and Engineering has increased from 276 (226 Arts and Sciences, 50 Engineering) to 382 in 2013 (302 Arts and Sciences, 80 Engineering). The size of T&P has remained constant at six over that period of time. An increase in the size of T&P to eight will allow the committee to better fulfill its responsibility to provide faculty assessment of candidates who come up for tenure and promotion, as well as candidates tenured at other institutions who are applying for a tenured position at Tufts. It will help both in terms of caseload and in terms of evaluating the breadth of scholarship. The minimum representation form Arts and Sciences would remain at 50%.

2) In Spring 2015 the School of Engineering (SoE) convened an ad-hoc committee on tenure and promotion to respond to concerns regarding its representation on T&P in the light of its recent growth and status as a School as opposed to a College. The SoE Faculty discussed and voted on the following possible courses of action:
   i) Maintain the status quo (received 17% of the vote)
   ii) Increase the size of T&P to between 7 and 10, with at least two from SoE (received 50% of the vote)
   iii) Create two five-member subdivisions of AS&E T&P Committee: one subdivision for Math, Natural Sciences and Engineering, another for Arts, Humanities, and Social Sciences (received 33% of the vote)

The proposal we bring before AS&E reflects the outcome of the discussion and vote by SoE and incorporates input from the current members of the T&P Committee.
We note that the Committee on Committees (C/C) has found it difficult to recruit full professors to serve on T&P. While associate professors are eligible to serve, the practice of C/C has been to recruit full professors only, so that associate professors are not asked to evaluate cases of promotion to full professor. This de-facto limitation has been especially problematic for SoE, where the number of full professors without administrative responsibilities (associate deans or chairs) is limited. With this in mind we note that an informal poll of full professors in SoE without additional administrative responsibilities demonstrated support for running in an election.

The requirement that one third of the membership be elected each year is removed. With inevitable unexpected turnover in the Committee, this requirement has become impractical.

The rationale for the second part of the amendment: removal of the position of Secretary is that it has become unnecessary for the operation of the Committee since the advent of electronic distribution of materials.

*Action required:* Discussion of the proposed amendment in advance of a vote to be scheduled at the next AS&E Faculty Meeting (October 28, 2015).

*Further information:* Please refer to the text of the amendment and the final report of the Engineering ad-hoc committee on Tenure and Promotion.

**Concussions at Tufts**

*Speakers:* Margaret Higham, MD, Medical Director of Tufts Health Service, and Carol Baffi-Dugan, Associate Dean of Undergraduate Education

*Summary:* Review of Tufts data, current understanding of concussions, and management protocols at Tufts

*Key Issues:* Concussions are common and unpredictable; communications between clinicians, deans and faculty is critical.

*Action required:* Knowledge of Tufts protocols

*Further Information:* Handouts will include “concussion highlights” and form letters sent to students and faculty when a concussion is diagnosed