ARTS AND SCIENCES FACULTY MEETING
COOLIDGE ROOM, BALLOU HALL
WEDNESDAY, DECEMBER 6, 2017

Table of Contents

ANNOUNCEMENTS .................................................................................................................. 2
Summer Pre-College Programs.................................................................................................. 2
   Joe Auner, Dean of Academic Affairs, School of Arts and Sciences, Karen Mulder, Director of Business Development, Office of the Executive VP, and Gabriella Goldstein, Director, European Center, Tufts in Talloires ........................................................................ 2
Summer Scholars ....................................................................................................................... 4
   Carmen Lowe, Dean of Undergraduate Education .................................................................. 4
Faculty Senate Updates .............................................................................................................. 5
   Lynne Pepall, Professor, Economics, Vice President, A&S Faculty Senate Committee, and Anne Mahoney, Senior Lecturer, Classics, Member, A&S Faculty Senate Committee ........ 5

NEW BUSINESS ........................................................................................................................ 6
LA&J Curricula Committee Proposals for Discussion and Vote ................................................. 6
   David Proctor, Chair, LA&J Curricula Committee ................................................................. 6
Changes in Tisch Library and Update on the Director Search ................................................... 6
   David Garman, Professor, Economics, Chair, Library Committee, Dorothy Meaney, Interim Director, Tisch Library ......................................................................................... 6
Student Mental Health Concerns and Resources ...................................................................... 7
   Dr. Julie Ross, Staff Psychologist and Director of CMHS .................................................... 7

MEETING ADJOURNED ............................................................................................................. 9
ANNOUNCEMENTS

DEAN GLASER: Welcome to the last Arts and Sciences meeting of the semester. I’d like to start with Joe and Karen talking about summer programs.

Summer Pre-College Programs
Joe Auner, Dean of Academic Affairs, School of Arts and Sciences, Karen Mulder, Director of Business Development, Office of the Executive VP, and Gabriella Goldstein, Director, European Center, Tufts in Talloires

DEAN AUNER: We’re happy to have a chance to talk to you about the expanded pre-college programs. This is Karen Mulder, who’s been doing a fantastic job working on summer programs, and Gabriella Goldstein, who will talk about the Tufts in Talloires program. We’ve been talking to you about this for a while and I want to say thanks to everybody who’s offering courses this summer and later we’ll give a special thanks to faculty who are working on creating these new programs. If you have juniors and seniors, tell your students about the summer session and we have a new residential program. We’d like your help with the marketing of these things.

The Trustees were interested in this from the start and a consultant told us to get into the market. I think Tufts can do it better than our competitors and we have an advantage with our location here. We’re trying to generate new revenue, and just as importantly, offering important programs. Pre-college programs run by external vendors have been running programs at Tufts for years; last year 500 students were living on campus through them. Now, we will also be running our own programs. I think this is a good moment and are thinking about it strategically.

MS MULDER: We’ve had programs on campus for years for high school students. It’s very flexible and students can take courses and leave at the end of the day. This year, we’re offering a residential program, Tufts Summer Experience, for 6 weeks, where students enroll in two courses, have the opportunity to participate in college prep workshops, learn how to write admissions essays, attend a mandatory life skills seminar where they learn how to do things like go on interviews, and go on college tours.

The other major addition is our Pre-College Intensives, which are 2-weeks long. Vickie Sullivan is leading an international relations intensive and the SMFA has on in studio art; Tisch College is also offering their Leadership for Social Change program. We are piloting these modular programs and we think students will be interested in them. In addition to that, we have programs across the university like Adventures in Veterinary Medicine, a 1-week program for high school students, and our Tufts in Talloires program that Gabriella will speak about later. In summer 2019, we’ll have more STEM opportunities, like lab courses, a mini med school, and an engineering intensive. We’re excited to be trying things out.

DEAN AUNER: These programs aren’t cheap and to do them well, and to staff them, and charge the right amount of money to make revenue is challenging. The commuter program is the same as always and students pay per course. For people eligible for tuition benefits, that will continue. Commuter students will be able to take part in some of the residential programs, also. The intensive for IR costs $5,000, which includes tuition, room and board, and activities, the SMFA
non-residential program costs $3,000, and the 6-week program is $10,000. This is what it costs at other schools. They live in the dorms, eat in the dining halls, get course credit. Accessibility comes up and we are aware. We have limited financial aid for summer 2018. The dean and others have set the priority for Tufts students who need to graduate. We need to investigate supporting students, and are looking for ideas on how to make them accessible. Thanks to Mary Pat’s team in Student Life, Paul Stanton’s in Student Services, Vickie and Karen Notch in IR, Wilkie Cook and Phoebe Heyman at the SMFA, Sean Recroft, JoAnn Jack, Tracy McGrath, and Ginny Bonish.

MS MULDER: What we are doing at the university level to make sure the programs are successful is in the way of marketing. Three major campaigns are going on; working with an external marketing vendor and using best practice is going well, and we have ten times the number of leads as we had last year, and two dozen people have already started applications with six months to go. We are targeting digital and print channels, so you might hear our ads on Spotify or Pandora. We are doing anything we consider an efficient spend because we don’t have a ton of money. We’re hopeful we’ll see success from it.

MS GOLDSTEIN: I think that many of you know me and the European Center’s 6-week program for undergraduates. We have also had a program going for 20 years. About 25-30 high school students from all over world participate for 4 weeks and live with a host family and study French and IR. The professor is a Fletcher graduate and she walks those kids through geopolitics, and they visit the UN and the Red Cross. It’s an experiential learning program. I brought postcards you can take and share with high school students you know. We are excited that the European Center is part of the pre-college initiative. Many students in the program end up at Tufts.

PROF PEPALL: How many students do you imagine will enroll?

MS MULDER: In the 6-week program we are expecting 40 in the first year.

DEAN GLASER: Thank you for all your entrepreneurial work to get this going in our tight budgetary situation. Close to a million dollars was added to the school’s revenue last year through their work. We hope to build upon it this upcoming summer. It’s important that we do this and diversify the school’s revenue sources.

PROF DAVIS: Is there a discount for children of faculty and staff?

DEAN AUNER: Yes, for the commuter program. The residential programs do not qualify.

MS GOLDSTEIN: Tufts in Talloires also has tuition remission.

PROF JOHNSON: Just a thought, these will be 16- and 17-year olds, how do you plan to support them while they live here?

DEAN AUNER: We have been running residential programs for more than a decade at Tufts; we had 500 students here last summer. The same group doing that is managing our programs. The
faculty teaching the courses, all they do is teach. All the other parts of the students’ lives are regulated by Summer Fuel. They’ve been operating here for years and if you don’t know about them it’s because they are a good organization and know how to handle the students. Mary Pat is also leading a group and refining policies and procedures.

PROF CURTIS: I understand these are primarily revenue generating programs, but is it linked up with recruiting students to Tufts through Admissions?

MS MULDER: We have been coordinating with admissions about marketing and we have to be careful because the programs don’t guarantee admission to Tufts. Students will get an admissions tour and the brochures are in the office.

DEAN AUNER: If the students come here and do a program for a couple weeks, that’s going to help the student wherever he or she applies to school. It’s not about recruiting students to Tufts, but it will help students get to know the school better.

DEAN GLASER: Thank you. And now Carmen Lowe is here for Anne Moore.

Summer Scholars
Carmen Lowe, Dean of Undergraduate Education

DEAN LOWE: I’m here to talk about two opportunities: the Summer Scholars Program and the Sandler International Research Program. The deadline for both is March 2nd. These are opportunities for faculty to work with undergraduate students in research. The Summer Scholars Program is for faculty to work with one student and they put a research proposal together and work for ten weeks in any field and any school. Faculty mentors get a $1,000 research award for that goes into their research accounts, and student gets a residential stipend. There is a flyer at the door and you can contact Anne with questions. The Sandler International Research Program is open to faculty in A&S only. It’s an opportunity for faculty and students to form a research team in the life or natural sciences to travel overseas. The team sizes are flexible and is for undergraduate and graduate students, but the PI needs to be from biology, chemistry, physics and astronomy, or earth and ocean sciences. Faculty and students can come from departments other than these.

DEAN GLASER: Can you give an example of projects in the Sandler program?

DEAN LOWE: A chemistry professor went to China to do research on water purification. Another brought his biology class to Costa Rica for two weeks over winter break to study tropical ecology in a rain forest. Someone went to Australia to put into practice theoretical physics. Students have gone to Austria for practical physics; a biology professor went to Poland to do research in a forest. It’s really interesting research, and students can complete their dissertation, an honors thesis, and co-write publications.

DEAN GLASER: Thanks, Carmen. Now we have Anne and Lynne from the Faculty Senate.
Faculty Senate Updates
Lynne Pepall, Professor, Economics, Vice President, A&S Faculty Senate Committee, and Anne Mahoney, Senior Lecturer, Classics, Member, A&S Faculty Senate Committee

PROF PEPALL: We are here to remind you that there is a Faculty Senate and that we interact and voice views across schools and central administration. We are enthusiastic to have put together this group and work effectively. There are 30 members, 7 from A&S. At our October 11th meeting, we adopted a five-committee structure: we have a Nominations Committee, Faculty Affairs; Budget Planning and Development, Research and Scholarship, and Educational Policy and Affairs. The Executive Committee appointed senators to the committees. From A&S, on the Nominations Committee is Vida Johnson; on Faculty Affairs is Fulton Gonzalez; on Budget Planning and Development is Anne and myself; on Research and Scholarship is Mitch McVey and Roger Tobin; and on Educational Policy and Affairs is Eulogio Guzman and Pearl Robinson.

We also considered how cross-school programs will be considered and if the College of Special Studies can be repurposed. We are also working on the creation of a Tufts Ombudsperson. All the schools have grievance procedures and the administration has been supportive identifying a Tufts Ombudsperson. There is the Bridging Differences Initiative at provost-level. We are trying to get a Senate website up and running; I saw the prototype and it’s good and will be a place where faculty can communicate to the Senate. We had a discussion on what to do with members who have to miss a meeting and decided it was too complicated to send proxy. The Executive Committee will consult with the school if a representative can’t fulfill their duties. To talk about our November 8th meeting is Anne.

PROF MAHONEY: We are having a continuing discussion about programs crossing schools. A program that is in two schools is approved by the two schools and that’s enough. With a program that touches every school, the procedure is cumbersome. The old College of Special Studies – we don’t need it anymore as the SMFA is in A&S. Maybe we can do something else with the school. We talked about health insurance for retired faculty and staff, which is surprisingly complicated and I didn’t know much about it. The university has in the past provided some subsidy, which is no longer happening, but they do get the ability to enroll in a larger insurance group and get a lower rate. The university has changed which group they are dealing with and the fund we have for this is short. It seemed reasonable to move to a different company, and Julian Carter provided the information to the Senate. It seems like the right things are being done and that covers what we did.

PROF PEPALL: Retirement was an issue that was raised over the summer. Faculty thought this was a good example of where we could give input before the changes went into effect. Some faculty were taken aback by the changes, but HR was very cooperative and will help us understand the changes in the benefits structure. For our upcoming December meeting, the university has a lot of issues for us: electing an Ombudsperson, creating university-wide policies on tenure and revocation, how departments are closed, the grievance policies and procedures, consensual relationships, and online learning capabilities. It’s a lot and we will talk about our strategies to prioritize.
DEAN COOK: Regarding the College of Special Studies, which we used to vote degree programs, who are the faculty of the College of Special Studies and how do they approve a degree?

PROF PEPALL: That’s what the committee will figure out. There are bylaws and it’s not clear whether Arts and Sciences is the College of Special Studies. Deciding who would be that faculty is for us to figure out.

PROF ORIANS: How do you know when things are going to come to you? I’m anxious to unload my course materials off Trunk. The faculty didn’t have a say in the transition to Canvas. I’d love the Senate to brainstorm how they are informed about IT issues before the decisions are made.

PROF PEPALL: There are committees with faculty who know what’s going on, but we hope if you know you tell us.

PROF ORIANS: If central administration is considering change, they should be required to tell the Senate x-months in advance.

PROF PEPALL: The university-wide committees need to tell us what they are doing. We’ll talk in December about giving the administration a timeline.

DEAN GLASER: There will be a regular opportunity to discuss the Senate at A&S meetings.

NEW BUSINESS

LA&J Curricula Committee Proposals for Discussion and Vote
David Proctor, Chair, LA&J Curricula Committee

PROF PROCTOR: There is a new course in IR – what Joe was talking about for the high school program – International Relations IR 0010. It’s listed in SHUs because the new credit system is launching this summer. Are there questions or concerns? And we have a new course from Music, Music 0007. Any questions or concerns? Is there a motion to approve? Second? The motion carries. Thanks. And for the January meeting, there will be several larger items on the agenda.

DEAN GLASER: Thank you, David. And now, David Garman and Dorothy Meaney to talk about library updates.

Changes in Tisch Library and Update on the Director Search
David Garman, Professor, Economics, Chair, Library Committee, Dorothy Meaney, Interim Director, Tisch Library

PROF GARMAN: There have been changes at the library and we wanted to give you a chance to ask us questions. We have active leadership at Tisch and there are good things about the changes we have a strong staff. I chaired the Library Committee last year and you contacted us with issues. Every department has a library liaison. People raised issues this and last year and I invite
you to keep contacting us. I wanted to start off with the director search. The search committee membership is diverse and contains many constituencies. The ad for the position is about to go live. There is a tight timeline and our expectation is that by mid-March we will make an offer and hopefully the person can come on board as soon as possible. I think it’s going along smoothly. Paul Stanton is administrative director of the search, and the committee is weighted with people with expertise to assess the technical side of being a librarian.

MS MEANEY: There are three major changes. All libraries that share a software system migrated to a new system. It went as smoothly as possible thanks to the group in TTS. Sometimes there are problems with it and you can send us feedback when you experience it. People have expertise in areas that cross departments and we’ve created an internal organization that deals with that. We are inventing something for Tufts. It happened over the summer a little too abruptly and we had a lot of part-time people turn over.

There is a continuum of questions that should be able to be answered any time the library is open. Over the last five years, the number of reference transactions have dropped. We track everything that we do. The number of consultations has gone down, and the instruction number has also decreased. We also keep track of these by the hour, the day, and how long things take, and make decisions based on data and not anecdotes. We have a way to go to be successful; there are issues around training, smoothing out the referral process, and accurately tracking what people are doing. We are trying to fill in the gaps and focus on training and how to operate during the busiest library times. Students are still able to meet with librarians one-on-one and can make appointments. We have a fairly new and up-to-date webpage. I do use the Library Committee and their ability to work through problems with us is helpful. Go to our webpage to find out who your liaison is. I can meet with you individually or as departments if you have questions.

DEAN GLASER: We will continue this conversation. Next is Julie Ross to talk about student mental health.

**Student Mental Health Concerns and Resources**

**Dr. Julie Ross, Staff Psychologist and Director of CMHS**

DR ROSS: I’m going to breeze through these slides. No matter where you get your news, there is a crisis in mental health in adolescents and young adult populations. University services are overwhelmed with need. For some of you, this will be an introduction and for some, an update.

We are located across from Fletcher Field. Here is a listing of our services; we do not provide services for faculty and staff. Tufts does offer a great EAP for them. You can call us to get booklets talking about our services and how to refer a student to us. Our staff is made of licensed psychologists, nurses, and social workers, and we can work in English, Spanish, and Mandarin. Workshops are offered most semesters; the stress management is offered twice per semester and it is well enrolled. We have several international workshops. And we have Pause for PAWS, a stress management workshop with therapy dogs. Some outreach activities we have each year include events at orientation, interdepartmental meetings, and our newsletter, which has 300-400 subscribers (email me and I can add you to the list).
Here are the demographics of who came to counseling last year. Our utilization rate is steadily increasing over time and 25% of the student body, about 1,700 students, come to us. At least 8% more were seeing their own care providers in the community. Over 1/3 of our students are in care for mental health at any given time. We see common presenting concerns; very few present with a complaint about substance abuse. More typically, they present with depressive symptoms. After talking with them, we find out students are smoking pot or drinking to black out, which complicates the diagnostic process to create an appropriate treatment plan for them. We’ve seen a 50% increase for utilization of our services. There is an increase in anxiety and suicide risk and suicidal ideation. About 1/3 of the students we have seen have reported at intake that they have been thinking about suicide. The numbers are actually larger because they don’t admit it for a while because they worry about the consequences of talking about it early in our sessions.

I want to highlight that about 20% of students are referred by faculty or staff. This information is available on our website. Students don’t come out and tell you something is wrong. If you notice a student is having some struggles, have a direct conversation with them. Ask open ended questions and be specific about your concerns. If you decide to make a referral, share what you know about counseling with the student. Unless it’s an emergency, it’s up to the student to seek our services. It’s only an emergency is they have harmed themselves or threaten themselves or others. In this case, contact TUPD. Sometimes you won’t know how worried to be. Call us for a consultation. If you have an urgent concern after hours, call our counselor on-call. You can also consult with Office of the Dean of Student Affairs. They have the option to require a student to have a consultation. Partly in response to this national crisis, President Monaco has put together a Mental Health Task Force, and we’ve been working for closely for a year now. Any questions?

PROF GARDULSKI: Over the years, I have referred a lot of students. My question is should I notify your office when I do?

DR ROSS: It’s helpful to us if you have a particular concern about a student and so if they come in we can make a note about it. We can’t let you know whether a student came in, so you’ll have to ask them yourselves about whether they went. We can ask students to tell you though.

PROF RICE: I have also referred a lot of students, and sometimes when we have the conversation the student reacts strongly and says, “I’m not that bad.”

DR ROSS: It’s helpful to let them know that a quarter of students come to see us. They don’t have to be in dire straits to see us. Students are struggling with a variety of issues and it’s helpful to talk to us. They could potentially talk to someone in Academic Resources, the Chaplaincy, Res Life, or the Dean. It doesn’t necessarily have to be counseling.

PROF MCVEY: It was three visits per student last year, but 4-5 in prior years. Is there not enough staff to handle the need?

DR ROSS: That’s the average. We do an assessment with each student and match them with the appropriate care. Sometimes they work with someone here or we give them a referral to someone
in the community. We have a limited number of hours to work while demand doubles, so we see people quickly or not every week.

PROF SCHILDKRAUT: Do you see students over the summer?

DR ROSS: Yes.

PROF TOBIN: Do you know, over the college career, the number of students who come? I saw the slide previously about numbers per year, but over all 4 years?

DR ROSS: I think I remember that seniors are at 46%

PROF TOBIN: Some students are resistant counseling because of cultural backgrounds. Do you have advice for us so that we aren’t making assumptions or coming across as insensitive?

DR ROSS: It’s helpful to talk about what counseling is. There’s a link on our website for international students that provides an introduction to what it is. One of our staff members is an international psychologist and helped the write piece on the site and works with international students. The idea of counseling is completely foreign and some people need an introduction.

DEAN GLASER: Thank you, Julie, for your presentation and all you do for our students.

MEETING ADJOURNED

Respectfully Submitted,
Erin Sullivan
Secretary of the Faculty for Arts, Sciences & Engineering

Minutes taken by Lindsay Riordan
Administrative Assistant to the Secretary of the Faculty for Arts, Sciences & Engineering