

I am going to keep my opening remarks brief today, as we have a full agenda. But I wanted to draw your attention to some of the initiatives we are currently undertaking. The Faculty Affairs Committee of our Senate is hard at work this year. As you will hear from them today, they have spent a lot of time crafting guidelines for promoting clinical professors. As many of you will attest, this is an area we have long needed clarification on, since clinical professorships have emerged as a prominent category in recent years. I hope you have had a chance to view the document they so meticulously prepared. Our thanks go to Nush Powell and Stacey Connaughton, the Co-Chairs of the Faculty Affairs Committee, as well as their committee members, Ian Lindsay, Dawn Stinchcomb, Jill Sutor, William White, and Christine Wuenschel, as well as Dean Wei Hong, who advised them. They will present these materials at today's meeting, with the hope of us all voting on them in early Spring. Later in the Spring, the Faculty Affairs Committee will also take up the question of Paid Parental Leave, which we all began discussing since Spring of last year and into the Fall of this academic year.

Your Educational Policy Committee, headed by Senator Will Gray, is also at work on developing guidelines for the social diversity and inclusion requirements for the undergraduate core, and we anticipate discussing their proposals in early Spring, as well. And you may also remember that the Diversity, Equity and Inclusion Committee worked hard to produce a detailed report on sexual harassment and assault. At the last few meetings, we discussed these issues, but reached no resolution. The Agenda Committee met just before Thanksgiving and decided that an attempt to address these issues best lay with the University Senate, so we asked the DEI Committee to liaise with the University Senate to see how their materials related to things the University Senate has done. If they find that the University Senate has not taken sufficient action, we suggested that the DEI Committee bring us a proposal that would have us call upon the University Senate to take more aggressive action.

And you may remember that, based on the opening survey in September, we reported that issues surrounding the climate in the CLA for underrepresented minority faculty remained a pressing issue. The DEI Committee was unsure of how best to proceed in this area, and the Agenda Committee has suggested that the DEI Committee organize what we hope would be a frank and open discussion about these issues at the Spring All-Faculty meeting of the Senate, which will take place in March. It is our hope that they can bring in representatives from the

Dean's Office, and that the DEI Committee can lead a discussion and facilitate questions addressing the concerns that URM faculty have expressed about the climate in the CLA.

Two other issues remain for the near future: First, as you will have seen in emails to the faculty from me, Dean Reingold has agreed to a q&a at the January faculty meeting. The Agenda Committee has circulated a Qualtrics survey to the faculty, requesting questions that we can submit to the Dean. In order for Dean Reingold to have time to formulate answers to these questions, we intend to submit the slate of questions to him by the end of the semester. So we will keep the Qualtrics open until December 12th. At that point, the Agenda Committee will meet to sort through the questions and compile a representative list of them for Dean Reingold. But for this to be a success, we need faculty buy-in. Thus far, 12 questions have been submitted. I will recirculate the link to the Qualtrics later this week, but please do encourage your departmental colleagues to submit questions, and please do so yourself, as well.

As I also mentioned in my email to the faculty, in response to input we have received from faculty across the college, the Agenda Committee has called for an ad hoc committee to discuss hiring practices across the College. This is certainly the issue that has brought to the Senate's attention most frequently. We need five or six faculty members to make this committee work. In response to my email to the entire faculty, we now have two volunteers for this committee, which is a good start, but that will not allow this committee to proceed. We will, that is, need at least three more volunteers. One does not need to be a Senator to serve on this committee, but I would also highly encourage Senators to volunteer, and I would ask you all to solicit volunteers from your department, particularly among senior colleagues. If this is truly an issue that the faculty is concerned about, then we need volunteers to step up and populate this committee. Our hope is that the committee could be formed by the end of the semester and would begin work in January.

Finally, I want to close by underscoring the importance of the Senate to the life of the CLA. Colleagues—some senators, some not—have expressed to me confusion about what the Senate is supposed to be. Over the past few years, as a mere backbencher, I shared that confusion. But now, having the privilege of being the Chair, I have come to see the value that this body can bring to the CLA. We have the well-recognized role of overseeing the curriculum, which we see in action every meeting when Dean Ebarb walks us through the proposed new

courses. But we also have the role of being the voice of the faculty. When people come to the Senate with concerns, I want to take them seriously. Sometimes, these concerns may be outside of our remit. Other times, they are squarely within our remit. But whatever the case with any particular concern, having a forum where we can have an open discussion about issues of concern to many of us—from paid parental leave, to the climate for URM faculty, to our curriculum, to our relationship with the administration, to our perceptions of irregularities in hiring practices—having a forum for discussion is essential. Your Senate may not always be able to effect the change you want to see on an issue. But we can always try. And, more importantly, I think I speak for the three of us on the Senate leadership team when I say that we are committed to making it a robust body, where faculty can bring ideas, concerns, etc. But this only works if you all get involved. So as we wrap up 2022, I encourage everyone to reflect on where you would like to see our College go in the New Year, and then return from break, hopefully revitalized and ready to tackle, together, the issues we all face.