

# YALE: RESPECT YOUR SCIENTISTS

We, the undersigned scientists at Yale, ask the University to renew its commitment to science research and education.

We applaud President Salovey's recent call for "bold investment in science—both research and education."<sup>1</sup> Yale's leadership in science is crucial at a moment when federal grant funding is being cut and climate research is under attack. As part of this commitment, Yale should invest its endowment in ways that support, not undermine, its mission. For example, the University should honor its past promise to divest from fossil fuels.<sup>2</sup>

In addition, Yale should invest more in the work we do in the laboratory and the classroom. As the College grows by 20%, support for teaching and mentorship should also grow. We share the Faculty Senate's concerns about the lack of overall growth in the size of FAS,<sup>3</sup> in particular the lack of diversity among tenured science faculty. Gender and racial equity need to be a priority in Yale's investment in science. By maintaining the current 2:1 ratio of declared STEM majors to STEM faculty,<sup>4</sup> Yale would create the best learning conditions for our work and for scientists from different backgrounds.

As teachers, we face the challenge of higher enrollments in our courses, with the number of degrees granted in science and engineering doubling since 2011.<sup>5</sup> The 2014 cut to non-stipend teaching has contributed to a chronic shortage of science graduate teachers.

We call on Yale to commit to science by immediately doing the following:

- Invest its endowment in line with its educational and scientific mission; in particular by divesting from fossil fuels.
- Commit to an expanded and diverse science faculty, in particular, the retention of women faculty and faculty of color.
- Reverse the TF pay cuts of December 2014.
- Expand university funding for areas most vulnerable to federal budget cuts, such as climate science.

1. "Science for Our Planet and Our Future," Yale Office of the President. February 5, 2018  
2. "Investigation Shows Yale Isn't the Climate-Conscious Investor It Claims to Be," Huffpost. May 17, 2017; "Yale to partially divest from fossil fuels," Yale Daily News. April 12, 2016.  
3. "Faculty Senators call for broader talks on new colleges," Yale Daily News. September 1, 2017; See also "Report on the Expansion of Yale College," FAS Senate. March 10, 2016.  
4. "Make your undergraduate education count." Yale Admissions Prospectus, 2017-2018, 2.  
5. Office of Institutional Research, WO48, "Graduate School Degrees," September 12, 2016.

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