

**Faculty Executive Committee Meeting**  
**Minutes**  
**Tuesday, October 26, 2004**

Present: Michel-André Bossy (Chair), Andrew Brem, James Egan, Anne Fausto-Sterling, William Rakowski, Michael Rosen, Chung-I Tan, Esther Whitfield.

Guests: Oscar Eustis, Rajiv Vohra, Peter Weber, Robert Zimmer

The Chair opened the meeting at 3:05 p.m. Minutes of the 10/12/04 meeting were approved as submitted.

Provost Zimmer discussed the concept of clinical appointments with the FEC which he recently did with chairs of the Arts departments. The Arts groups felt that the general term of clinical appointments would be acceptable, and the FEC agrees as long as the term can be defined later on, if necessary. The Provost noted it should be written that faculty titles in the Medical School be separate from the rest of the University. The FEC would like to see an updated version of the latest proposal for clinical appointments as soon as possible. The APC and CCC have been thinking about a similar issue involving concentration programs and are working on a draft statement of a joint resolution.

Professor Bossy gave a Chair's report. The FEC officers recently met with Graduate Student Council officers over lunch, and they were happy to see how optimistic their views are about their future. Karen Newman would be pleased and should be notified of this.

Professor Bossy made an announcement at the Corporation dinner that Martha and Artemis Joukowsky will be awarded the Rosenberger Medal of Honor. It was a proud moment for both, and they sent a letter to Professor Bossy expressing their gratitude. They will be presented the Medal during the 2005 Commencement ceremony, and this year is Artemis's 50<sup>th</sup> year class reunion.

At the faculty agenda meeting, President Simmons was visibly moved by the letter from the FEC to Mr. Frank thanking him on behalf of the faculty for his generous scholarship donation to financial aid at Brown. The FEC will be sure to mention this to Ruth Colwill who deserves a special note of thanks. Professor Bossy mentioned to the President that many faculty were confused about her report concerning Brown's culture at the last faculty meeting. President Simmons will be speaking more about that issue soon.

The FEC will be educating committee chairs on how to initiate discussion about their annual reports at the faculty meetings. Certain reports will require a visit by the committee chair at an FEC meeting, so a method of deciding who will report in person needs to be determined. It was suggested there be a distinction between annual reports from faculty committees and the advisory boards.

Dean Rajiv Vohra was invited to speak with the FEC about several issues. He began by addressing faculty concerns with the salary setting process and the timeframe of notifying faculty about their salary increases. Dean Vohra hopes to alleviate the late salary letters by doing most of the work by computer rather than paper, which will speed up the process and greatly reduce the margin for error. It was suggested the Dean of the Faculty's ideas for a more efficient salary setting process be discussed at a department chairs' meeting. It was also recommended that Dean Vohra have regular dialogue with the FAC on this and other faculty matters.

The function of the Tenure, Promotions and Appointments Committee (TPAC) was discussed as well as regular reviews of standards and criteria. TPAC is working quite well and committee members are engaged and interested in what is happening. The FEC offered to form a task force to help with the review of standards and criteria and emphasized the need for uniformity across departments. Standards and criteria should be consistent with what is written in the Handbook for Academic Administration. The FEC asked how discrepancies in faculty data on the Web and in other areas of the University can be updated and kept current. Dean Vohra noted that primary departments are responsible for providing accurate data on PAF's to Human Resources, which are the source for this information. It was suggested there be a general policy describing who has control over departmental websites and to what extent. Dean Vohra will be meeting with the Elderbears in early November to discuss the possibility of creating a Directory of Retired Faculty.

Professor Peter Weber, Chair of the Faculty Affairs Committee (FAC), visited with the FEC. He feels that the FAC has not been taken seriously enough and that the Administration should be consulting with the FAC and other elected faculty committees. The FAC would like to be more proactive in the salary setting process and are making a list of specific things they would like the Dean of the Faculty to address at their December meeting. The FEC offered to collectively remind administrators to consult with the FAC and other major faculty committees. How the FAC's role should differ from the University Resources Committee's role needs to be addressed. Issues currently being reviewed by the FAC include the sabbatical policy and Intellectual Property Policy. Professor Weber thinks that retired faculty members are very wise and good resources and should somehow remain connected with the University. This led to a brief discussion about the Elderbears and whether or not they should somehow change their status from a self-appointed group. It was noted there are cost implications involved with this consideration.

Professor Oscar Eustis joined the FEC briefly to discuss his feelings about consortium faculty appointments. The FEC explained the Provost's thinking to him and Professor Eustis voiced his concerns. The FEC advised him to meet with the Provost about his issue.

A replacement for the Advisory Committee on Honorary Degrees is needed in the Life/Medical Sciences. Two people were suggested and will be contacted.

The meeting was adjourned at 5:15 p.m.

Respectfully submitted,

Cheryl A. Moreau  
Secretary