

**Faculty Executive Committee (FEC)
Meeting**

**August 24, 2010
Noon-3:00 p.m.
Picerne Room, Faculty Club**

Minutes

Present: Cynthia Garcia Coll, Evelyn Hu-Dehart, Harold Roth, Philip Rosen, Chung-I Tan

Guests: Michel-Andre Bossy, Ruth Colwill, Nancy Jacobs, John Logan, John Savage, Ronald Seifer, Suzanne Stewart-Steinberg

The FEC enjoyed a leisurely lunch before the meeting was called to order at 12:40 p.m. Prof. Coll gave a brief report on her activities during the summer. She spoke with a variety of faculty members on July 1 and the Provost on August 3 about the tenure debate that transpired during her absence last semester. There is frustration on both sides, the Faculty feeling that their voices were not heard at various meetings with the ad hoc Committee to Review Tenure, and the Provost thinking that Faculty are not interested in the tenure processes which is his primary concern.

The Nominations Committee is currently working on filling four vacancies on TPAC, two for which a ballot election is necessary. Jerome Sanes, TPAC chair, has expressed concern to Prof. Coll about filling the vacancies as soon as possible with faculty who will remain on TPAC for the full duration of the term. Bill Patterson, Chair of the Nominations Committee, has been consulting on a regular basis with Provost Kertzer and Dean Vohra to find the best possible candidates for the election. The FEC officers met recently with TPAC member Kenneth Breuer and Bill Patterson to talk about this. The Nominations Committee members will update the FEC on their progress later in today's meeting.

Clickers are being considered for voting use at the October faculty meeting. Professors Coll, Richardson and Cheryl Moreau viewed a demo at CIS and discussed some issues that could arise while using clickers at a Faculty Meeting. Because the quantity of clickers is limited and students have priority for the use of clickers that CIS provides, it would be in our best interest to purchase clickers for exclusive use by the Faculty. The Provost has agreed to cover the cost of 350 clickers should we decide to purchase them.

A faculty forum will be scheduled in September so Faculty and the ad hoc Committee to Review Tenure may air their differences prior to the October 5 faculty meeting. Prof. Rosen noted that the tenure issues raised by the Faculty are substantive and not to be taken lightly, and that removing Faculty input in the tenure process is not the way to fix what is wrong. Motion Two by the ad hoc Committee that proposes changes to the tenure process and tenure review is expected to draw significant debate that could result

in several amendments at the October 5 faculty meeting. After some discussion, the FEC decided it would be best to focus only on Motion Two at both the September Faculty Forum and the October 5 Faculty Meeting. Timing of the motions is a significant issue. Prof. Roth suggested postponing the actual vote until the November 2 faculty meeting and to have two faculty forums to discuss Motion Two so as to not rush things.

Provost Kertzer joined the FEC for discussion about the clickers, TPAC replacements, the September Faculty Forum and October 5 faculty meeting. He recently consulted with VP Michael Pickett about the purchase of the clickers who agreed to share the cost of 400 clickers with the Provost. The FEC will have primary claim of them for use at Faculty Meetings. The Provost agreed with the FEC that due to the complexity of Motion Two, it should be the only Motion on the agenda for the October 5 faculty meeting. It has yet to be determined if the FEC will sponsor a faculty forum for the remaining three motions.

The Provost voiced concern about how tenure issues are affecting Brown's junior faculty. A good thing about the high tenure rate is that we attract good junior faculty. The ad hoc Committee to Review Tenure and Faculty Development Policies was charged with looking at how Brown develops its junior faculty so they are successful, to look at issues raised by the NEASC such as tenure issues and support for junior faculty. The Provost noted there were 18 internal tenure recommendations last year. The cohort tenure rate at Brown is 72% and the 28% that left Brown did so for various reasons. Discussion ensued about the timing of tenure cases in relation to when Motions are approved and how it could affect a faculty member's contract. Prof. Hu-Dehart asked why the ad hoc Committee focused primarily on restructuring TPAC to fix the problem. The Provost replied that changes such as increasing the number of letters presented in tenure cases and dealing with this earlier in the process will enable TPAC to get a full and better picture of the candidate. Such structural changes to TPAC may eventually influence cultural change. Prof. Hu-Dehart questioned if we are really fixing the problems with these changes or creating room for more problems. The objective of the ad hoc Committee is to keep the current model close to how it is currently structured, looking to "modest" changes that will strengthen the tenure system. Provost Kertzer thanked the FEC for inviting him to the meeting and would be happy to return at a future FEC meeting.

The Nominations Committee was invited to provide an update on their progress with filling TPAC vacancies and to discuss the issues they face with approaching candidates to serve on faculty committees. Two temporary replacements are needed for the first semester on TPAC, and they have successfully found willing candidates to be nominated for those positions. The Faculty will vote on their appointments at the September 1 special faculty meeting. It has been very difficult, however, to fill the slots for a humanities and social science slate for two-year terms for the TPAC ballot election. Some Faculty are reluctant to serve on ballot-elected committees because they do not believe they are effective governance systems, and frequency of leaves narrows the pool of eligible faculty significantly. Faculty should not be taking a leave during their first year of TPAC service. Offering research funds to TPAC members has not made it any easier to find willing candidates. Prof. Colwill stressed the importance of diversity on TPAC. There should be more females and faculty of color serving on the Committee

which currently consists of all white males. The Nominations Committee is very receptive to this important need, but it is very difficult to fill these requirements. Brown should be a leader and not a stepping stone where representation of full professors, women and minorities are concerned, but the numbers are small. Prof. Seifer noted that TPAC should be representative of the very diverse faculty that it supports. Are there other models that would work to serve the problems of diversity in faculty governance? We should recruit, retain and advance faculty of all backgrounds, genders, etc at all stages. Everyone at Brown should be committed to this and senior administration should emphasize it at all levels and provide training.

Discussion turned to how the pool of candidates for service on committees could be enlarged. Suggestions included elimination of alternate members on the APC, URC, and Grievance Committee, teaching relief and public recognition.

Prof. Jacobs requested she go on record as stating that recognition for administrative advisory board service should not be considered equivalent to faculty governance. She also voiced exception to TPAC's memo for criteria for TPAC stating that the Nominations Committee must provide elite Faculty for TPAC membership. Prof. Tan stated that the FEC should answer TPAC's memo rather than the Nominations Committee.

Prof. Savage, who chaired the Task Force on Faculty Governance in 2002-03, stressed the importance of TPAC being well-staffed and well-trained. In the Committee's first year, the Provost was advised by the Task Force to use a model from another University that has a similar system to train TPAC members. To his knowledge, this was never done.

Prof. Logan noted that Bill Patterson has been protective of the Nominations Committee's right to make final decisions on who should be asked to serve on TPAC during consultation with the Dean of the Faculty, who would like more input.

The Nominations Committee will propose some changes to its charge for FEC's consideration.

The meeting was adjourned at 3:00 p.m.

Respectfully submitted,

Cheryl A. Moreau
Secretary for the FEC