

**Faculty Executive Committee (FEC)
Meeting**

**September 28, 2010
3:00-5:00 p.m.
Corporation Room, University Hall**

Minutes

Present: Susan Allen, Cynthia Garcia Coll (Chair), Reid Cooper, Harold Roth, Philip Rosen, Peter Shank (Vice-Chair), Chung-I Tan (Past Chair)

Guests: Elmo Terry-Morgan, Valerie Wilson

Professor Garcia Coll opened the meeting at 3:03 p.m. Minutes of the 9/14/10 FEC meeting were approved with one grammatical amendment.

Prof. Garcia Coll gave a chair's report. A faculty member assigned to Parking Lot 11 recently voiced concern that she was not able to park in a designated spot in the lot on two consecutive days due to over-selling of parking spaces. We have since been informed by Beth Gentry, AVP for Financial & Administrative Services, that Zipcars had recently been relocated from OMAC to Lot 11 due to construction at OMAC. Since then, a few patrons assigned to that lot have been relocated to other parking areas to alleviate the situation. It was suggested that Beth be asked to what extent they over-sell parking spaces. Prof. Tan suggested the Human Resources Advisory Board take on this issue. Dean Bergeron recently addressed department chair's concerns regarding the on-line teaching evaluations in a memo shared with the FEC, the Dean stating that the on-line evaluation will be become available in November. Some Faculty are opposed in principle to a uniform evaluation, and a faculty working group brought their concerns to the FEC last year. The Dean responded to some of the concerns by adjusting the form accordingly. However, faculty in the Sheridan Center and other concerned faculty feel there are more issues with the form that need to be addressed. After some discussion, the FEC concluded that they should get a coherent statement from a variety of Faculty's objections and then invite Dean Bergeron to an FEC meeting to discuss them. Prof. Garcia Coll will prepare a list of questions for a short survey about the on-line teaching evaluations and will include questions about the IRB as well. It was suggested the on-line teaching evaluation form be sent to the Faculty after which a faculty forum could be held. The FEC will decide how to proceed after that. A senior lecturer has asked the FEC to investigate why there is no mechanism for a lecturer/senior lecturer to shift into a professorial position stating he is required by his department to perform some of the same tasks as a professor. He brought his concerns to Dean Vohra but is not happy with his reply. This appears to be a CFED issue but they will need more specifics about what his duties are. If he is not happy with CFED's decision, then he should go to the Grievance Committee. The Grievance Committee has elected Richard Kenyon as Chair and Linda Cook as Vice-chair, and the Nominations Committee has found a replacement to fill the slot vacated by Prof. Jacobson. VP Pickett provided Prof. Garcia Coll with contact

information for Faculty's issues regarding gmail which she will announce at the October 5 faculty meeting.

Prof. Tan gave a brief demonstration to the FEC on the use of I-clickers in preparation for next Tuesday's faculty meeting. Distribution and the voting process were discussed.

Associate Provost Valerie Wilson, Chair of the Diversity Advisory Board (DAB) and Prof. Elmo Terry-Morgan, Vice-chair were invited to discuss the DAB's annual report. Prof. Terry-Morgan has been on the Board for some time and feels that for the first time they have come much closer to what they are supposed to be doing. There were four DAB meetings last academic year in which they covered various institutional diversity issues. Among priorities for this academic year include better coordination with the Advisory Council on Diversity, developing a staff diversity and climate survey, exploring incentives for faculty participation on committees to enhance diversity, and developing and implementing a process for diversity awards funded by the Google grant. The DAB hopes to be somehow involved in the 250th anniversary of Brown that will take place in 2014. Valerie is an ex-officio member of CFED. Prof. Tan asked how she interfaces with that Committee, her response being that she deals with the compliance issues and not confidential aspects of their work. The DAB has nothing to do directly with diversity in faculty recruiting although Valerie does review ads, shortlists, and things of that nature. Prof. Allen asked if there is anything Brown can do to help us retain junior faculty as several have left because they lacked a feeling of community at Brown. Valerie replied that the University provides mentoring programs for new faculty who are paired with a senior faculty members to help them learn how to survive at Brown. Perhaps Valerie's office could do more by promoting activities such as mixers for new faculty.

Prof. Terry-Morgan departed after which Valerie remained for discussion regarding her proposal for mandatory sexual harassment training for faculty and staff. She would like to get the faculty's perspective about the training program through the FEC's eyes. It is very important that Faculty have an understanding of what sexual harassment in the workplace is. This training would provide an opportunity for everyone to become familiar with the definition of sexual harassment and to familiarize themselves with policies of the University. Because we do not have the resources to provide classroom training, on-line training is recommended, so Valerie is working with a vendor to design a program. The training will be provided on a periodic basis such as once every two years, and on-line training would take approximately 45 minutes. The FEC feels that many faculty would find it too daunting a task for that length of time and recommended 20-30 minutes. Valerie does not expect 100% participation but feels it is a battle worth fighting. Faculty will be able to take the course after working hours. She feels that the University is very vulnerable if this training is not offered. Her proposal has gone before the President's Cabinet and she is speaking with all leadership groups about her proposal in an effort to make the program palatable. It will be up to each individual to sign up for the training and complete the course. Valerie will do her best to make the training short but it must be sufficient to the point of immunizing the University. The FEC would like to see the Program when it is ready and Valerie would be happy to oblige.

The FEC turned to discussion regarding the recent faculty forum on Motion Two by the ad hoc Committee to Review Tenure to change the Faculty Rules regarding tenure processes and procedures. Prof. Cooper noted that a group of Faculty will be bringing an amendment to the floor of the October 5 faculty meeting that has to do with the timing of the probationary period. Generally speaking, Prof. Roth thought the faculty forum was useful but felt the rationale for the motions needs to be addressed. Exactly what impact has a higher tenure rate had on the Faculty? Has it had a negative impact in terms of faculty's research or productivity in general? Prof. Garcia Coll did not feel the faculty forum was useful at all, that there was not enough dialogue and no compromises. The October 5 faculty meeting will no doubt be a very controversial one. Prof. Garcia Coll intends to send a mass email as a reminder to Faculty on Tuesday and also plans to email the department chairs.

When the FEC executive officers met with the Board of Fellows on October 1, they had the opportunity to pass on the sense of the FEC of how the Faculty feels about the issues on the tenure rate at Brown. There is faculty opposition. Prof. Roth feels there is a real problem with faculty education and research at Brown, but is it just because of the tenure rate?

The meeting was adjourned at 4:55 p.m.

Respectfully submitted,

Cheryl A. Moreau
Secretary