

**Faculty Executive Committee (FEC)
Meeting**

March 10, 2009

3:00-5:00 p.m.

Corporation Room, University Hall

Minutes

Present: James Dreier, Chair; Gerald Diebold, Vice-chair; Ruth Colwill, Past Chair; Cynthia Garcia Coll, Lina Fruzzetti, William Rakowski, Geoffrey Russom, Gabriel Taubin, Nicolas Wey-Gomez

Guests: Karen Davis, Drew Murphy, Robert Pelcovits, Andrea Simmons, Rajiv Vohra, Edward Wing

Professor James Dreier called the meeting to order at 3:07 p.m. Minutes of the 2/24/09 meeting were approved.

Professor Dreier gave a chair's report. The FEC officers recently met with President Simmons. She wishes to establish a Science Council that will screen proposals for new initiatives and advise her on whether they are good ideas. The Council will look at the big picture to determine if new initiatives will benefit the University for the long term. FEC officers informed the President that Faculty do not understand the policy for acceptance of graduate students who have full external funding. President Simmons agreed that the Dean of the Graduate School needs to clarify the policy.

Professor Phil Leis wrote to Beppie Huidekoper in response to her recent memo to administrative staff that 30 staff members will be laid off in the next few months because of the economic downturn. He proposes that administrative and faculty salaries be reduced by a percent that would pay for staff salaries in FY10 so they may keep their jobs, and he noted a number of benefits to the plan. The FEC voiced some concern about how the administration would go about determining the percentage of the reduction to faculty salaries. It was suggested that perhaps a fund could be established where faculty could donate voluntarily. Should Professor Leis's proposal be sent to the URC for consideration? Professor Dreier will ask the Provost about this. The memo also went to the President and she appears to be somewhat reluctant to make more cuts to faculty salaries.

Professor Andrea Simmons, chair of the Nominations Committee, and Deans Rajiv Vohra and Edward Wing joined the FEC for discussion about strategies for improving participation in faculty governance. Professor Simmons voiced concern that because a quorum was called prior to her Nominations Report at the March 3 faculty meeting, she was not able to ratify an appointment of a faculty member to the Graduate Council. This is now delayed until the April faculty meeting. She would like to present the Nominations Report earlier on the agenda to avoid this from happening again. Maybe this would help to draw more attention to the nominations process. The order of business for regular faculty meetings is mandated in the Faculty Rules and Regulations. However, Professor Dreier may be able to call on her to present nominations for appointments as part of his FEC chair's report. He will take this into consideration and consult with the Parliamentarian if necessary. Professor Simmons would like to request that Committee

Chairs be required to give at least one-semester's notice to the Nominations Committee when they need temporary replacements on committees. These requests often come from committee chairs at the last minute which it makes it very difficult for the Nominations Committee to find someone in time for a vote at a faculty meeting. It would be helpful to the Nominations Committee when recruiting faculty for committee service to have more realistic descriptions of the committee's workload. Very often faculty agree to serve on committees thinking the workload is less than what it really is. This discourages them from serving again. Perhaps the chairs can be asked to update their committee descriptions. As an incentive to the faculty, Professor Simmons suggested that Deans Vohra and Wing send acknowledgment letters to faculty who have been elected to serve. There was general discussion about the ongoing issue of finding faculty who are willing to serve faculty governance. The Nominations Committee must often resort to asking the same people over and over again because people are too busy serving their department. Assistant professors are not asked to serve without discussing it first with their department chair. Professor Simmons noted that the Nominations Committee approached 17 faculty members for the University Resources Council (URC) ballot before finding 4 people willing to participate in the election to fill 2 slots. Dean Vohra noted that committee service is included in the orientation for new faculty. Dean Wing stressed the importance of encouraging department chairs to tell their faculty they need to serve on faculty committees. Professor Simmons provided some numbers of faculty presently serving on committees in each department. It was suggested those statistics be made public. Department chairs know how many faculty are in their department. Seeing the ratio might inspire them to encourage their faculty to participate in committee service. It would be helpful to know from the department chairs if participation in faculty governance comes from a certain area in the department and at what stage those faculty are at in their careers. The FEC will let the Deans know what they can do to help with this.

Vice-president Karen Davis and Professor Robert Pelcovits were invited to discuss the Human Resources Advisory Board (HRAB) report with the FEC that was distributed with the agenda. Mr. Drew Murphy accompanied them. During the past year, the HRAB played a key advisory role on several issues including staff compensation, policy updates, health insurance, retirement and child care benefit programs. They heard the proposal to remove Columbus Day from the University calendar and reviewed a Military Leave policy. The Board works very well with the right balance of staff, faculty and administrators, a good model for all administrative advisory boards. They are currently looking at the Tuition Aid Program and health benefits and how they are administered to faculty and staff. Sometimes specific issues are brought to their attention for their input. Brenda Allen played a key role on the HRAB and will be missed when she leaves Brown in June. Having a faculty CFED member on the HRAB will be very effective. Brenda Allen who is also a member of CFED acted in that role up until now. General discussion ensued with regard to supply and demand for paid parking and the Faculty Club's role at Brown. Professor Diebold suggested that Faculty Club membership be free for Brown employees. Vice-President Davis will bring his suggestion to the HRAB for consideration. The HRAB's annual report will be presented at the April 7 faculty meeting.

Professor Russom gave a brief report on Monday's MFEC meeting. Managers of research boards at the hospitals were invited to discuss integration of the hospital's IRB's. It was determined that expertise is a substantive problem, and there are different software and platforms used by the research boards among the hospitals. Confidentiality of patient's records was also discussed. Hospitals are reluctant to release records to people that are not members of their hospital.

Professor Dreier continued with his chair's report reiterating the events that occurred at the March 3 faculty meeting before and after a quorum was called. The TPAC motion to amend the Faculty

Rules for the purpose of clarifying language for deadlines in the tenure process and an amendment by TPAC to the original motion were postponed until the April faculty meeting. Several faculty members raised questions about the text of the amendment which Professor Boekelheide stated was already in the Faculty Rules. He recently informed Professor Dreier that TPAC does not wish to pursue the motion any further. Can we postpone the motion indefinitely? No, it was stated and voted upon that it must come to the April faculty meeting. Since it is not clear how this should be handled, Professor Dreier will consult with the Parliamentarian. Professor Colwill informed the FEC that when comparing TPAC's amendment to the Faculty Rules and Regulations, she discovered that the text which was to have already existed in the Rules was in fact new language. This concerned the FEC. Perhaps Professor Boekelheide, Dean Vohra, and Beth Doherty should be invited to the 3/17 FEC meeting to discuss the amendment. A quorum was called immediately after a voice vote of approval for the Columbus Day motion, which was ruled by the Parliamentarian as a legal action. This meant that that motion and a nomination for appointment of a faculty member to the Graduate Council, which was to follow the Columbus Day motion, must be ratified at the April faculty meeting. Professor Dreier spoke about precedents for similar situations when a quorum was called at past faculty meetings. The postponed items should be first among the motions on the agenda.

Discussion of revisions to the Research Advisory Board charge, Dismissal Procedure, and proposed revisions from the Provost to the 2010-2011 and 2013-2014 academic year calendars were postponed until March 17.

The meeting was called to Executive Session at 4:55 p.m. to discuss the Rosenberger Medal of Honor nominations.

The meeting was adjourned at 5:10 p.m.

Respectfully submitted,

Cheryl A. Moreau
Secretary