

**Faculty Executive Committee (FEC)  
Meeting**

**September 14, 2010  
3:00-5:00 p.m.  
Corporation Room, University Hall**

**Minutes**

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

Guests: Marida Hollos, Mike Kosterlitz, Jim Morone

Professor Garcia Coll opened the meeting at 3:00 p.m. Minutes of the 8/24/10 FEC meeting were approved.

Under her Chair's report, Prof. Garcia Coll asked for volunteers to represent the FEC on the Medical Faculty Executive Committee (MFEC) and the Biomedical Faculty Council. Prof. Allen will cover the Biomedical Faculty Council meetings, and Prof. Shank can do MFEC meetings in second semester but will check his calendar to make sure he has no early Monday morning commitments. Several Faculty have complained to Prof. Garcia Coll about the special September faculty meeting being held at 5:30 p.m. after Convocation on the first day of classes and suggested we go back to having the meeting at 4:00 p.m. the Tuesday before classes begin. The FEC thought that moving the time of the Convocation back to noon on the first day of classes would be the better compromise. This should be brought to Dean Bergeron's attention. Marisa Quinn would like the FEC to nominate faculty for a Committee to plan events for Brown's upcoming 250<sup>th</sup> Anniversary and would appreciate a list by late September. The FEC will think about names for discussion at the 9/28 FEC meeting. The Nominations Committee has been working hard to find some senior women who are not on leave to stand for election to fill vacancies on TPAC. Bill Patterson wants the FEC to know that the problem with TPAC is sufficiently pervasive that it may need discussion at a faculty-wide level. It was suggested he be invited to the 9/28 meeting if the Nominations Committee has not made any progress by then. There has been a sudden resignation on the Grievance Committee which leaves the Committee without a chair, and there is currently no vice-chair. Prof. Garcia Coll has asked past chair, Prof. Richard Kenyon, to call a meeting as soon as possible for the purpose of electing a chair and vice-chair. The Committee must be ready to take on a case at a minute's notice, so it is imperative an election take place asap. Another problem with the Grievance Committee is that two of the three alternate members are not available to fill in for the recent vacancy, or if a recusal of a regular member is necessary should a case arise. This leaves one alternate member who may or may not be available as well. This raises a question of whether or not two alternates should be replaced which would require yet another ballot election. The FEC will speak with the Nominations Committee about this. Prof. Cooper noted that when he was the chair of the Grievance Committee, Flora Keshgegian served as Ombudsperson and did an

outstanding job. He hopes that Brown can re-open the position soon as having an Ombudsperson proved beneficial in keeping the number of cases that came to the Grievance to a minimum.

We need to make it more appealing for Faculty to serve on committees. It was suggested that faculty governance be a separate requirement for consideration by the Dean of the Faculty for faculty salary increases when serving on specific committees such as the FEC, TPAC, CFED, APC and URC. Perhaps Faculty can be recognized in the Commencement Program for their service to faculty governance. It was decided that an FEC subcommittee be formed to come up with some concrete ideas and draw up a set of proposals.

The FEC officers will meet with the Board of Fellows on October 1<sup>st</sup> and must come up with an agenda soon. After some discussion, the FEC decided that tenure procedures should be at the top of the list followed by faculty governance.

Prof. Garcia Coll has been invited to write for the Faculty Bulletin but does not have the time. If someone else from FEC would like to contribute something, please let her know.

Ms. Moreau read a note of thanks from Prof. Ann Dill for the well wishes and flowers from the FEC as she recovers from heart surgery. She is undergoing therapy but has returned to her routine work schedule at Brown.

Discussion ensued with regard to the Faculty Forum on Tenure and the October faculty meeting. 400 clickers have been ordered and are expected to arrive in time for a possible dry run at the 9/21 Faculty Forum. Prof. Dietrich Neumann, Faculty Forum Chair, will be consulted about the timing of the test and a PPT screen prepared for a mock vote. Prof. Tan is working with Ed Casey in CIT on preparations for the test run and has asked Ed about finding a way to register votes during a faculty meeting to avoid student clicker interference.

Prof. Tan gave a brief report on issues surrounding on-line teaching evaluations. He and Kathy Takayama, newly appointed Director of the Sheridan Center, have been discussing ways for the Sheridan Center and other concerned faculty to work with Dean Bergeron on how to best move the teaching evaluation project forward. Kathy feels it would be useful to have representation from BioMed. She stated “the key issue is the ambivalence of using student ratings of faculty teaching and course ratings without reference to the criteria by which students are expected to make such judgments. This results in surveying what students liked or valued about their classes, or how they evaluated their teacher’s performance. This kind of evaluation provides little information about what students actually gained from the class (in understanding, skills, approach to learning and to the subject).” The FEC discussed how best to proceed with coordinating a meeting between Dean Bergeron, Kathy Takayama and concerned faculty. Prof. Garcia Coll would like to know how many individual faculty members are using the on-line teaching evaluation.

Prof. Jim Morone, Chair of the Political Science department, joined the FEC for discussion regarding the proposed change to the AY calendar principles to start classes the week before Labor Day. The American Political Science Association annual meetings run from Wednesday to Sunday of the week before Labor Day, which means that most of the Political Science faculty would not be present for teaching during the first week of classes which would be devastating. The FEC pointed out that the calendar change is being proposed to accommodate the Jewish calendar which varies from year to year, so this would not be an annual occurrence. Permanently starting each year before Labor Day would be devastating to Political Science but they could probably cope if it was not an annual occurrence. Prof. Tan questioned whether or not other departments are in the same position since Brown is pushing for research. Perhaps this issue should be raised at a department chairs meeting. The FEC will communicate this concern to the Provost at their next meeting with him and also with the Dean of the College.

Prof. Michael Kosterlitz, Chair of the Committee on Faculty Equity and Diversity (CFED) and Prof. Marida Hollos, CFED's past chair, revisited the Committee's proposal to revise its charge which came to the FEC last semester but was postponed until the fall. There is nothing written in CFED's current charge that they shall review denials of promotion, tenure and re-appointment for "procedural fairness", so they propose adding it to the text with a definition. CFED would like to conduct their review of denial cases concurrent to the Provost's review. CFED hopes to get this motion approved now instead of waiting until all remaining 4 motions from the ad hoc Committee to Review Tenure are approved by the Faculty, which could take months. The CFED will then be able to obtain the written materials they need to determine procedural fairness, such as the TPAC minutes. Prof. Roth, a past chair of TPAC, stressed the importance of CFED having access to TPAC's minutes so they can determine if there was a breach. Prof. Hollos voiced concern that CFED does not have the authority to review procedures used by the Provost when he reverses a decision by TPAC to deny. The FEC suggested that CFED come up with some text stating that if the Provost reverses TPAC's decision to deny, he would be subject to CFED's review. Prof. Tan noted that one of the ad hoc Committee's motions includes revisions to CFED's charge which may be on the December faculty meeting agenda. How should we deal with that? CFED will submit a revised motion to FEC for possible inclusion on the November faculty meeting agenda.

The meeting was called to executive session at 4:45 p.m. and the meeting was adjourned at 5:15 p.m.

Respectfully submitted,

Cheryl A. Moreau  
Secretary for the FEC