

**Faculty Executive Committee (FEC)
Meeting**

October 27, 2009

3:00-5:00pm

Corporation Room, University Hall

Minutes

Present: Chung-I Tan, Chair; James Dreier, Past Chair; Susan Allen, Cynthia Garcia Coll, Lina Fruzzetti, Thomas Lewis

Guests: Katherine Bergeron, Nancy Dunbar, Marida Hollos, Margaret Klawunn, Stephen Lassonde, Peter Shank

The meeting was called to order at 3:05 p.m. Minutes of the 10/13/09 meeting were approved with two minor amendments.

Professor Tan gave a chair's report. The FEC executive officers met with the Board of Fellows on Corporation weekend. They discussed various issues facing Brown including the fiscal challenges being addressed by the Organization Review Committee, the Tenure and Promotion process, Internationalization and Faculty Governance. Most of the discussion focused on tenure and promotion, the Corporation very concerned about the high tenure rate at Brown as reported by NEASC; hence the creation of the Provost's ad hoc Committee on Tenure and Faculty Development Policies. President Simmons is concerned about how the NEASC Report will affect Brown's public image. Data on measuring tenure rate should be made available. The FEC will be gathering input from junior faculty on the subject.

VP Margaret Klawunn and Dean Katherine Bergeron, co-chairs of the ORC Student Services Team, discussed the concerns facing them and how they could be addressed. They are looking at how to reorganize programming, staff support, and advising and curricular resources. Diversity programming is being considered individually. Some of the areas being reviewed have potential for collaboration. The Team's membership is a mix of faculty, finance staff, and students, all who ask questions from different perspectives. ORC special teams are being asked to share the burden of reducing the budget deficit. Each team has their proportional share of finding ways to cut the budget and must consider the implications of the cuts they recommend as well as what they do not recommend. They see the ORC structure as an opportunity to think about their organization so that they may come up with an organizational structure that will work better. What about the graduate students? Are their programs under review and is there a graduate student on the ORC? Sheila Bonde has an advisory board that is looking at programs for graduate students. They are also chairing the ORC Athletic Team which consists of faculty, ORC members, Mike Goldberger, and a retired coach. There are no students on the committee nor is there a current coach. They are being very careful about

the processes because of the cuts that will need to be made. This Team is looking at the NCAA and other policies and is conducting their review in a little broader perspective than what they've been asked to do. Is this the athletic program we should have and what does it cost to support it?

Dean Stephen Lassonde was invited to discuss the Committee on Academic Standing (CAS) annual report submitted with the FEC agenda. The CAS is actively reaching out to students who are on warning and serious warning. These groups of students need extra help. As under-represented minorities increase at Brown, so does the number of these students who need help. It's important that they be provided with guidance from day one on where they can get help. Reaching out to students early and reminding them of what resources are available to them and where they can be found is crucial to their success at Brown. Under-represented minorities are three times more likely to be on warning or serious warning than white students and four times more likely to be suspended than white students. Faculty advising is being increased and 200 have been identified. Team advisors have also been identified and are receiving on-going education about the unique situations that under-represented minority students face. Discussion ensued about the comparative data on CAS actions over the past 10 years. There is no explanation for why the number of students on warning, serious warning, and suspension dip up and down over the years. There are many factors that figure into this. The FEC suggested that Dean Lassonde do a 20-year comparison. The Dean noted that suspensions are usually for academic reasons. Dean Lassonde will present the CAS annual report at the November 3 faculty meeting and will speak about the under-represented minority students.

Professors Marida Hollos and Peter Shank were invited to discuss the Committee on Faculty Equity and Diversity (CFED) annual report also distributed with the agenda. After its first full year of operation, the Committee feels the need to amend its charge. It should be written into the charge that there needs to be CFED representation on the Human Resources Advisory Board. The CFED thinks their charge may be too diverse, their workload somewhat overwhelming. The FEC thought it might be the case when the charge was first written. TPAC cases came to CFED very late in the academic year, so they had problems with having a quorum at meetings. They would like to review denial cases much earlier and would also like to have access to materials related to the cases such as minutes of TPAC meetings. It would be helpful to them to have access to at least the counts of voting results at TPAC meetings to see if there is a trend. They did have access to the dossiers, however. The FEC noted that TPAC minutes were never available to the Affirmative Action Monitoring Committee several years ago. It's simply been an unwritten policy not to release them. The CFED did contact the candidates directly about their review of tenure denial cases. The FEC suggested they write a letter to TPAC stating their needs. The CFED will also like to clarify some of the language in their charge and will send their recommendations for changes in writing to the FEC. The FEC will invite them back to discuss what they are working on this academic year. The Provost's ad hoc Committee on Tenure and Faculty Development Policies is meeting with CFED next week. They will focus their discussion with them on equity for existing junior faculty.

Nancy Dunbar, co-chair of the ORC Academic Review Team, visited with the FEC. Her team is charged with looking at how departments support faculty, students and researchers and how they can find ways to provide better support. While the other teams are supposed to find ways to cut \$14M, this team's target is \$0. They've had three meetings already with department chairs. There are some serious staff support issues in some departments. There needs to be dedicated support for academic programs within each department. We should be providing more growth and development opportunities for staff. Like the other teams, they must provide pros and cons of all reorganization recommendations that they come up with. They are attending a meeting of Department Managers next week to discuss their issues such as paperwork involved with travel management and reimbursement, especially where international travel is concerned, payroll for students, PAF's etc. The Academic Team's goal is to provide descriptive models of how to accomplish their recommendations and to provide the pros and cons by December. Nancy's Team will keep the FEC informed as they progress in their work and are invited back to FEC on November 24 at which time Nancy's co-chair, Rod Beresford, will accompany her.

Professor Allen gave a brief report on the MFEC meeting this month. Their culture at meetings is different than the FEC, the entire meeting being conducted by the MFEC chair with Power Point. The MFEC approved the concept of clinical tenure and a proposal presented by Dr. Gruppuso to change the MD graduation requirement regarding the USMLE Step 1 examination.

Professors Tan and Dreier recently met with the Undergraduate Council of Students (UCS) and Graduate Student Council (GSC) student leaders. The GSC is less aware of what is going on in the Brown campus community. They questioned why there is no student representation on the Academic Priorities Committee (APC) when students serve on the University Resources Committee (URC). The student leaders would like to meet with the new ad hoc Committee on Tenure and Faculty Development Policies and the Provost has agreed to that. Professor Tan asked that the FEC think about what they would like to discuss with the ad hoc Committee on December 2.

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

Respectfully submitted,

Cheryl A. Moreau
Secretary