

Faculty Executive Committee (FEC)
Meeting

December 11, 2007
3:00-5:00 p.m.
Corporation Room, University Hall

Minutes

Present: Ruth Colwill, Chair; James Dreier, Vice-chair; Ann Dill, Past Chair; James Campbell, Albert Dahlberg, Svetlana Evdokimova, Chad Jenkins, Geoffrey Russom, Robert Smith

Guests: Brenda Allen, Onesimo Almeida, Sheila Bonde, David Sheinberg

Professor Colwill called the meeting to order at 3:07 p.m. Minutes of the 11/13 and 11/27 meetings were approved as submitted.

The FEC officers met with Provost Kertzer in late November and informed him of faculty concerns about the Graduate School. On December 20th, they plan to continue discussion with him about the administration's lack of knowledge with regard to the needs of the Graduate School. The relationship between the Medical School and the Graduate School is of particular concern for graduate students in BioMed departments. Faculty's concerns about leaves, salaries and positions were also discussed. The FEC officers informed the Provost about the inconsistency of faculty distribution lists from various sources throughout the University which makes it difficult to contact the right people. The Provost asked for the types of lists so he can look into the problem.

Professor David Sheinberg and Associate Provost Brenda Allen were invited to discuss the Diversity Advisory Board (DAB) annual report distributed with the agenda. Last year the DAB created a task force to study issues related to socio-economic class and established a LGBTQ Advisory Subcommittee to consider LGBTQ issues that affect the campus community. The imbalance in the ratio of Latino faculty to students continues to be a priority for the DAB. They have been very proactive on this issue. Search committees now have Latino representation. Student Life recently hired someone of Latino descent. The administration responded aggressively to the situation and will continue to do so.

Lengthy discussion ensued with regard to diversity issues at Brown. Members of the FEC voiced their concern about the large gap left by the recent departures of several associate deans of the College. We cannot always replace personalities but can keep diversity on the front burner. Student members of the DAB have met and discussed student diversity concerns which will be on future DAB agendas. Many of the students are not aware of the DAB's existence so the DAB will now work on channeling students' concerns through the student DAB members and then into the Board. Although recruitment and retention of minorities and a diverse population remains a priority for the PAE, there is a need to think more about the curriculum in the PAE.

Brenda Allen reported that the administration recently developed a "diversity cabinet" consisting of ten people from areas across the University whose job is to deal with diversity issues. The Dean of the College will now have access to a central place to vet issues of diversity. Reporting

mechanisms and the structure of this new cabinet are being discussed. The FEC stressed the importance of faculty's input on such issues as diversity. There needs to be communication between the Diversity Cabinet and faculty committees. Should a member of the Committee on Diversity in Hiring (CDH) and/or member of the Committee on the Status of Women sit on the Cabinet? Brenda Allen will make sure that one of the operating principles will be that people who represent different constituencies on campus will make decisions based on the context of the constituencies that they serve. She will request from the Provost and Dean of the Faculty a mechanism to provide more training for how to deal with diversity. It is important to educate the Brown Community about the Cabinet and the DAB. Professor Sheinberg will present the DAB report at the February 5 faculty meeting.

Dean Sheila Bonde and Professor Onesimo Almeida were invited to discuss the annual report from the Graduate Council distributed with the agenda. They highlighted the typical workload of the Council including approval of graduate program proposals, new courses, program alterations, and policy issues and asked for questions from the FEC. Decisions for Graduate School funding last year have had a negative impact on graduate programs in the departments. Will the Graduate Council be discussing how they can accommodate the needs of the departments? Will they consider rearranging the focus of the funding within the 5-year guarantee? Dean Bonde assured the FEC they are aware of the graduate student needs and that of the departments which will be addressed by the Working Group for Graduate Education. The number of students supported on stipends has remained steady with some upward swing. Cost of healthcare and stipends have gone up. They are already working on assessing the needs of departments, working with them to set up budget targets. They are studying attrition patterns in the Graduate School, assessing incremental and strategic growth, and working on a new incentive program for graduate students to apply for external funding. Members of FEC pointed out that the "one-size fits all" policy has serious problems for graduate programs. Student experience and fields differ between departments. Demographic plans for the departments are being worked on. Dean Bonde is always available to talk with graduate students and department chairs. Professor Almeida will present the Graduate Council's report at the February 5 faculty meeting.

The meeting was called to Executive Session at 4:35 p.m. and was adjourned at 5:05 p.m.

Respectfully submitted,

Cheryl A. Moreau
Secretary