

**Faculty Executive Committee Meeting
Minutes
Tuesday, December 13, 2005**

Present: Michel-André Bossy, Albert Dahlberg, Ann Dill, Svetlana Evdokimova, Donald Forsyth, Nancy Jacobs, Robert Pelcovits (Chair), William Rakowski

Guests: Brenda Allen, Thomas Banchoff, Russell Carey, Catherine Dube, Walter Hunter, Lewis Seifert, Robert Shaw, Leonard Tennenhouse, Nicholas Townsend

The meeting was called to order at 3:08 p.m. Minutes of the 11/22/05 meeting were approved with one amendment.

Professor Pelcovits gave a Chair's report. The FEC officers recently conveyed the faculty's interest and concern about the "Sex-Power-God" student dance and alcohol-related issues to President Simmons. The President has asked the Office of Campus Life and Student Services to conduct a study on the issues with assistance from the Department of Alcohol and Addiction Studies. David Greene, VP for Campus Life and Student Services, will be coming to the January 31 FEC meeting to discuss a new alcohol policy for students and how to engage faculty in the lives of students outside the classroom. The FEC officers have received a copy of the report on the Corporation's study of faculty productivity, which the President referred to as a communication document to keep the Board of Fellows informed about faculty's activities. Means for measuring faculty's productivity were also discussed.

The FEC officers and Provost talked about questions raised at the December 6 faculty meeting about the URC's consideration of a proposal to raise graduate tuition by 40%. The FEC officers questioned if a complete study had been done on this prior to making it a proposal and they also spoke with Ruth Colwill, faculty vice-chair of URC, about the matter. The Provost hopes the URC will carefully review the options before considering inclusion of the proposal in their recommendations to the Corporation.

It is written in the Faculty Rules and Regulations that the Nominations Committee must consult with the Provost prior to completing slates for the APC and URC ballot elections. The Nominations Committee does not think the Provost should have the right to veto people they suggest serve on the committee. Provost Zimmer suggested consulting with Kathy Spoehr one on one about these matters, but she feels the Provost should meet with the entire committee. However, she plans to discuss the Provost's plan with the entire committee.

Professor Pelcovits recently discussed the Faculty Affairs Committee and its sister entity, the Faculty Development Advisory Board (FDAB), with Dean Vohra. Does it make sense to have both committees since they cover many of the same issues? Dean Vohra discussed the idea of merging the two committees with FDAB and the FAC. He proposed that there be one ballot-elected committee where he would be consulted about candidates for the ballot in the same manner the Provost is consulted about the APC and URC ballots. The FEC does not think this is a good idea because the FAC represents faculty concerns and is run entirely by faculty. Therefore, the Dean of the Faculty should not have any control over committee members. If the Dean feels he does not need his own committee, perhaps FDAB should not be disbanded.

The FEC welcomed Professors Leonard Tennenhouse and Lewis Seifert, the newly-elected Chair and Secretary of the Faculty Forum respectively, and Professor Tom Banchoff, Past-Chair of the Faculty Forum. They were invited to today's meeting for a discussion about the 2/14/06 Faculty Forum regarding leave and sabbatical policies. Professor Banchoff gave an overview of how faculty forums have been organized in the past, his opinion being that more structured forums are the best approach. Professor Pelcovits briefed the new forum officers about issues that will be discussed at the 2/14 forum and will be forwarding several relevant documents to them for reference and possible distribution at the forum. They will need a clear statement of what the current policies are and other university models would be useful. The naming of the forum is important and they talked about how they might frame the discussion.

Professor Rakowski gave a brief report about the last MFEC meeting. Dean Adashi will be speaking to President Simmons about tenure issues of hospital-based faculty as well as other Medical School issues. Medical faculty titles have been revised somewhat and searches are underway for two new associate deans. Revisions to the MFEC charge have not been discussed recently.

Professor Thomas Dean presented a motion to endorse the creation of a new undergraduate program in multidisciplinary science and technology that will seek to attract to Brown an outstanding and diverse cohort of students, providing them with specific curricular and research opportunities in the sciences. A draft of the motion, rationale and summary proposal was distributed to the FEC for review prior to the meeting. After lengthy discussion, the FEC's consensus was that more preparatory work is needed in order to fully detail how the program will work and what its impact will be on the University. It was determined that extensive faculty discussion is needed beyond what a faculty meeting can accommodate, so a faculty forum is recommended. Therefore, the motion will not appear on the February 7 faculty meeting agenda. Professor Pelcovits will notify the Provost of their decision.

Dean Robert Shaw was invited to discuss the annual report from the Committee on Academic Standing (CAS). In addition to reviewing petitions from undergraduates who seek exceptions to established procedures, the CAS reviewed some specific issues within their jurisdiction. Guidelines for academic standing for students who have transferred from other institutions were clarified, and the CAS will continue to investigate the general situation of under-represented minority students whose circumstances affect their academic performances. Comparative figures of CAS actions from 1995-2005 were included with report. Dean Shaw noted that some figures need to be edited and will submit a new statistical report prior to its presentation at the February 7 faculty meeting.

Vice President Walter Hunter discussed the Human Resources Advisory Board (HRAB) annual report with the FEC. The Board played a key advisory role in the design of Brown's health insurance plan and contribution structure, reward and recognition programs, employee conduct/employee responsibilities and rights, and limited duration employment practices. Topics reviewed in the past year include day care, post retirement health, and HR policies for vacation, holidays, and education reimbursement. The HRAB formed a subcommittee to study the major issue of day care and are discussing the issue with the Committee on the Status of Women. Mr. Hunter is very pleased with operation of the Board. The HRAB annual report will included in the February 7 faculty meeting agenda.

Vice President Hunter noted that he will be asking to meet with the FEC in the near future to discuss their ideas for an emergency plan for Brown should there be a pandemic outbreak.

Brenda Allen was invited to talk about the annual report from the Diversity Advisory Board (DAB) which met three times for extended periods in the past year. The Board worked on operationalizing its charge and goals and has reviewed and discussed past diversity reports. The Chair prepared a status report on the last set of diversity recommendations offered to the University which revealed that significant progress was made in most areas, most notable being the creation of process and structures designed to consider diversity. The DAB will finalize a plan soon for a system of addressing diversity and will form a vehicle for community discussion. Ms. Allen noted that the DAB's action plan has been to deal with the big picture of diversity. They will now concentrate on exploring issues of diversity beyond gender and race to include social class, religion and disability and plan to investigate the need for assessments of climate issues.

Catherine Dube spoke with the FEC about the past year's work of the Committee on the Status of Women (CSW), its mission and charge currently under revision. The CSW feels strongly that, to be effective, the limited resources available to such a faculty committee would best be focused on a narrower constituency, and that its efforts should be directed solely to the needs of women faculty at Brown. After meeting with the FEC earlier this year, it was recommended the CSW coordinate with the Faculty Affairs Committee (FAC) and the Committee on Diversity in Hiring (CDH). Issues for discussion include review of faculty data, support for the Advance program, faculty class inequities, and a faculty climate survey. A spring forum is being planned to address the status of women in academic careers and at Brown. Other priorities include child care resources for faculty, review of the "stop the clock" policy, and examination of the exit interview process for faculty.

Professor Nicholas Townsend, Chair of the FAC, and Russell Carey joined Catherine Dube and the FEC in a discussion of the proposed motion by the FAC, SDH and CSW to revise the Faculty Rules and Regulations. This motion is for the purpose of 1) converting the SDH into a regular standing committee, the Committee on Diversity in Hiring (CDH), 2) increasing the membership of the CDH from five to six, 3) changing the terms of CDH members from two to three years, 4) focusing the CSW's charge on faculty issues, 5) streamlining the CSW's membership, and 6) mandating consultation between the chairs of FAC, CDH, and CSW.

Discussion ensued with regard to the structure of the motion and edits were made. It was suggested the effective date be July 1, 2006. Russell Carey will work on the revisions in preparation for presentation at the February 7 faculty meeting.

The meeting was adjourned at 5:25 p.m.

Respectfully submitted,

Cheryl A. Moreau
Secretary