

Faculty Executive Committee (FEC)
Meeting

April 25, 2006
3:00-5:00 p.m.

Corporation Room, University Hall

Minutes

Present: Bob Pelcovits, Chair; Ann Dill, Vice Chair; Michel-André Bossy, Past Chair; Albert Dahlberg, Svetlana Evdokimova, Marida Hollos, William Rakowski, and Esther Whitfield.

Guests: Andrew Brem, Chi-Ming Hai

The meeting was called to order at 3:05 p.m. Minutes of the 4/11 FEC meeting were approved with a minor correction.

Professor Pelcovits gave a Chair's report. President Simmons and the FEC officers discussed the composition of the selection committee for the Provost. They also discussed the Rosenberger Medal of Honor, which Senator Claiborne Pell graciously accepted. Announcements of this award as well as other publications are underway and a colloquium in his honor is currently under consideration. Professor Pelcovits and Dean Vohra talked about how to keep better track of memorial minutes, and they decided that e-mail death notices to faculty from the Dean of the Faculty's office would be useful. It will remind department chairs to notify the Dean's office about faculty deaths in their departments which will enable memorial minutes to be scheduled in a more timely fashion.

The FEC revisited the issue of benefits for research faculty. Professor Pelcovits continues to gather statistics on research faculty having recently contacted Tom Biersteker of the Watson Institute and Beth Doherty, Director of Faculty Affairs, about where the 20 non-bio-med people are located on campus. Vince Mor, chair of Community Health, feels that a one-month sabbatical for research faculty would go a long way because showing some kind of benefit now, however small, would be useful.

Professor Chi-Ming Hai was invited to discuss the annual report from the Subcommittee on Diversity in Hiring (SDH), distributed with the agenda. Three major items were undertaken by the SDH last year: (1) monthly reports of searches, (2) approval of a motion to revise the Committee's name, charge and membership, and (3) review of a negative recommendation on tenure review. It was suggested that Professor Hai give more statistical details broken down by division about the monthly reports of searches, comparing them to last year's stats. As of July 1, the SDH will become the Committee on Diversity in Hiring (CDH), a standing committee of the faculty rather than a subcommittee. Its membership will increase by one faculty member for a total of six, and terms will be for three years rather than two. CDH is mandated to consult with both the Faculty Affairs Committee and Committee on the Status of Women. Professor Hai feels that the SDH will be much more stable once the new structure is in place. The purpose of reviewing a case of negative recommendation on tenure review was to determine if University procedures were followed accurately and fairly in the tenure review process. After careful study, the SDH forwarded their recommendation to the President.

Professor Hai will submit a revised SDH report to the FEC for presentation at the October faculty meeting. Ms. Moreau will forward a copy of last year's SDH annual report to Professor Hai.

Discussion resumed with regard to benefits for research faculty. The argument is that if research faculty members do not receive a benefit, then they should not have to contribute to it. The definition of sabbaticals and the role of clinical research faculty were discussed, Professor Rakowski noting that the newly proposed MFEC charge better clarifies the research faculty structure. Professor Pelcovits continues to gather information from the non-biomed side.

Dr. Andrew Brem then presented a proposal from the MFEC to amend its charge and composition, one major change being to add one person from the clinician educator track to its membership. People in this track are not voting members of the medical faculty body and therefore do not have the opportunity to participate in faculty governance in the Medical School. The proposed change to the MFEC's composition would allow faculty in this track to have a voice on the MFEC and vote on medical faculty affairs only, with no direct role in governance on campus. Dr. Brem briefly described the current governance structure of the Medical School mentioning that the Biomedical Faculty Council endorsed the concept of these changes approximately one year ago. A final draft of the motion will go before them one more time.

The FEC and Dr. Brem discussed a few minor changes to the language of the proposal. It needs to be more clearly stated that the three executive officers of the MFEC are strictly academic faculty, and reference to the Nominations Committee should be revised to read the Subcommittee on Nominations. Since the motion will not be presented to the faculty until October, Professor Pelcovits will contact Dr. Robert Smith, the new MFEC chair effective July 1, about writing the motion.

The motion to create a Committee on Faculty Retirement Issues was recently amended to include the FEC's recommendations discussed at the 4/11 FEC meeting. The FEC reviewed the amended document included with the agenda and suggested additional changes to the language. Of particular concern was limiting membership on the Committee to "emeriti" faculty. The FEC suggests that it be replaced with "retired" faculty because not all retired faculty have emeriti status. The motion should be ready for a vote at the October faculty meeting.

The meeting was adjourned at 4:50 p.m.

Respectfully submitted,

Cheryl A. Moreau
Secretary