

Faculty Executive Committee (FEC)  
Meeting

**May 8, 2007**  
**3:00-5:00 p.m.**

**Corporation Room, University Hall**

**Minutes**

Present: Ann Dill, Chair; Ruth Colwill, Vice-chair; Bob Pelcovits, Past Chair; Svetlana Evdokimova, Nancy Jacobs, Chad Jenkins, William Rakowski, Jody Rich, and Geoffrey Russom.

Guests: Ian Dell'Antonio, Beth Doherty, Steve Hamburg, Coppelia Kahn, Kristin Maki, Jim Valles, Kristi Wharton, Richard Spies

The meeting began at 3:05 p.m. The 4/10/07 minutes were approved with some amendments. Review of the 4/24/07 minutes was deferred until the May 24 FEC luncheon.

Professor Dill gave a chair's report. Two members of the Committee on Diversity in Hiring (CDH) recently resigned because they feel the Committee is not serving its charge. FEC officers met with them to discuss their concerns which they later conveyed to President Simmons. Jim Valles, CDH chair, is coming to today's meeting to discuss merging the Committee on the Status of Women (CSW) with the CDH. This proposal will need to be put on hold until CDH's issues are resolved. The FEC officers also discussed the Ombudsperson position with the President and how they might increase her involvement with departments.

Professor Dill attended the President's monthly Executive Committee meeting. The two main topics for discussion were parking/transportation management issues and a progress report on the Campaign by Ron Vanden Dorpel.

There will be an FEC luncheon on Thursday, May 24, noon-1:30 p.m. in the Portrait Room at the Faculty Club to which Faculty officers, committee chairs and advisory board faculty vice-chairs are invited. This will afford the FEC the opportunity to thank everyone for their service to faculty governance and to reflect upon the past year and look ahead to the next.

The Nominations Committee ballot is near completion. Professor Colwill sent messages to several faculty members to fill the two vacant slots remaining, one in humanities and one in physical sciences. If these slots are not filled by next week, the ballot election will still take place minus the two slates.

Dean Bergeron is forming a Committee on Residential Experience that will be involved with Brown's review of the undergraduate curriculum. She would like the FEC to suggest 3-4 names of faculty to serve on the Committee, two of which must be faculty fellows. Any suggestions should be emailed to Professor Dill.

A report on research faculty issues has been prepared, and Susan Miller will distribute it to the Faculty for consideration in the fall with a proposal for scholarly leave for (research) faculty of ten weeks after three years. This represents a departure from the current practice. Questions have been raised as to whether or not this proposal will fit University-wide because of the diversity of

the rank. It would be helpful to have a better sense of what is in force at other institutions. Will there be other alternatives? Professor Rakowski will forward a copy of the report to the Medical Faculty Executive Committee (MFEC).

Rhoda Flaxman is leaving the Writing Fellows Program and the Dean of the College is proposing to enfold the duties of the director of the Writing Center with the Writing Fellows Program. The Faculty Board for the Fellows Program voiced concern to the FEC that it should continue to be staffed by someone qualified and able to teach the fellows how to provide constructive criticism. They propose that Ms. Flaxman be replaced by another person who has her experience and training and hopes the FEC will support them in this endeavor.

This led to discussion about investment of resources to support writing skills across the University and the difference between the writing requirement and the writing program. Cost and effectiveness should be carefully considered. Perhaps the FEC should ask the Dean of the College how the program relates to the larger writing requirement.

Beth Doherty, Associate Dean of the Faculty, reported on her progress with the senior lecturer survey, a full report to be available next fall. The Dean has started to look at job descriptions for senior lecturers at other institutions and whether or not there are leave policies for them. She reviewed the Crossgrove report on Sr. Lecturers prepared in 2000. Some comparative data was gathered but not appended to the report. Dean Doherty plans to speak with Professor Crossgrove about the data. She asked if there was additional information that she could gather that would be useful to the FEC. It would be helpful to first identify institutions that have a larger population of senior lecturers. The title of senior lecturer will have different meanings at different colleges. It will be beneficial for us to look broadly at the practice of senior lecturers as well as leave policies at other institutions. How they encourage lecturers to do research in their fields and what the incentives are for senior lecturers if there are no leave policies will be of interest to them. The FEC suggested some specific institutions for Dean Doherty to research and thanked her for the interim report.

Professor Kristi Wharton, Faculty Affairs Committee (FAC) chair, was invited to discuss the FAC annual report. Their past year's work included developing a proposal for an improved sabbatical leave policy and examination of faculty benefits and salaries. While doing an analysis of insurance coverage, a question was raised as to whether or no Brown is family friendly. Brown does not subsidize childcare while all other institutions they surveyed do. This should be looked into more next year. There is inequity in the salary data for women in the humanities and life sciences. Those who are professors do not make as much money as male professors. The Dean of the Faculty is working on gathering more information on this issue. The FEC questioned whether or not inequity in salaries was brought to the Committee on the Status of Women's attention. Kristi was not on the FAC at the time the issue was brought up but will bring this to their attention. The FAC will be meeting with Drew Murphy to discuss the FAC's findings on faculty benefits. The FAC voiced some concern with possible overlap of their work with the Human Resources Advisory Board (HRAB). Professor Dill noted that the FAC chair or designee is supposed to be a member of the Board so that such overlap can be avoided. Someone should be appointed to attend HRAB meetings next year.

Discussion ensued with regard to the rates of increase in salaries. Was there a significant increase/decrease in ranges between ranks over the course of five years? Salaries appear to be rising more quickly for full professors than associates which almost appear as flat-lining. Much more detailed information is needed on this such as comparing faculty salaries of families vs. single families across the University. Is the variance or spread in salaries getting larger? The

Dean of the Faculty will be looking at this as well. The FAC will be asked in the fall to look at a leave policy for senior lecturers. In their self-evaluation, the FAC feels their charge is appropriate for the Committee.

Jim Valles, Chair of the Committee on Diversity in Hiring (CDH) and members of the CSW were invited to discuss their proposal to merge as one body to be called the Committee on Diversity and Equity. Their proposal was included with the agenda which will require a change in the Faculty Rules and Regulations. The CSW was concerned they were studying the same issues as the CDH so they met with them and the FAC to discuss their concerns and decided there was enough overlap to consider merging. Professor Kahn, CSW member, noted that there has been an increase in issues that affect women which are affecting all of us. The CSW feels that a committee with a better institutional base would be able to get serious issues such as childcare resolved. Work and family life issues are rising at Brown.

Discussion ensued with regard to hiring and retention of faculty and CDH's work in that area. They are not required to review every shortlist and hiring plan that comes along. However, they do need to get information on a regular basis from either the Dean of the Faculty or Brenda Allen so they are able to follow-up proactively on shortlists and hiring plans they need to investigate. The proposed charge was discussed. It seems the CSW's work also falls under the FAC's purview. There are many types of diversity issues. How diversity is defined is a huge factor in how the new committee should be defined. There are other movements that need to be examined and vetted before anything can be done which will lead to discussions that will be much broader than what has already surfaced. Professor Valles agreed there is no easy closure here. Professor Dill thanked the CDH and CSW for their work and thought in preparing their proposal. Work on it will resume in the fall.

Professor Steve Hamburg and Vice-President Richard Spies were invited to discuss the Campus Planning Advisory Board (CPAB) annual report. Major planning issues include improvements in undergraduate housing, campus lighting and signage, and parking. Latest design ideas for capital projects for the Nelson Fitness Center, Creative Arts Center, J. Walter Wilson lab and other projects were discussed. The CPAB has very substantive value as a sounding board and works extremely well. They are hard-working and decisive.

There being no further business to discuss, the meeting was adjourned at 5:15 p.m.

Respectfully submitted,

Cheryl A. Moreau  
Secretary