

**Faculty Executive Committee (FEC)
Meeting**

**September 15, 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, Philip Rosen

Guests: Tom Doepfner, Michael Pickett, Vincent Tompkins

The meeting was called to order at 3:12 p.m. Minutes of the 5/12/09 meeting were approved.

Professor Tan began his chair's report. He and Prof. Dreier just left a meeting with President Simmons at which they discussed the NEASC report. The full report will not be released to the Brown Community until November, which was mostly positive. However, there were certain issues raised that the Corporation would like to have addressed by the Administration at their February Corporation meeting. Does the Brown Community want to be considered a top research university (this view may not be shared by everyone in the University) and are we moving in the right direction to achieve this? This is a good time to be thinking about the role of the Research Advisory Board (RAB). Vice President for Research, Clyde Briant, had not seen the proposed revisions to RAB's charge that was discussed by the FEC last semester so will be talking with the FEC about it on 9/29. Our tenure rating is much higher than at some of our peer institutions. Is tenure rate perceived as a marker for something? NEASC thinks it might not be in line with Brown's aspirations and the Corporation has been questioning for some time. Professor Tan discussed these issues with the Provost. Is Brown moving in the direction that it wants to move with regard to research and tenure? How do we deal with these issues now when the report will not be released until November? There will be an investigation into the tenure rating at Brown, the Provost already working on forming an ad hoc Committee to do this. It is important that the FEC be the ones framing the issues to be addressed before the report is released. Timing is crucial because faculty cannot act until after the report is released in November and then they only have until February to work on it. Professors Tan and Dreier will meet with the Provost again tomorrow for further discussion.

Professors Tan and Dreier have been working with Russell Carey, Sr. Vice President for Corporation Affairs and Governance, and Jan Wright from General Counsel on amendments to Faculty Rules with regard to faculty dismissal procedures and procedures for sexual harassment charges. The revisions will also be discussed with Dean Vohra and Provost Kertzer with the intention of bringing the final drafts to the full FEC for review

on October 13. If approved, the motions will go before the Faculty at the November faculty meeting.

Professor Tom Doeppner, CAB vice-chair and Michael Pickett, Vice President for Computing and Chief Information Officer, were invited to discuss a motion to rename Computing Advisory Board (CAB) as Information-Technology Advisory Board (ITAB) and to revise its charge. The role of the Board has expanded from focusing just on CIS to include computing, information, and communication campus-wide. The title of the Vice President for Computing has also been expanded to Chief Information Officer. The rationale for the changes is to simply bring the CAB's charge in line with its current role. CAB faculty members are much more active than they were last year. IT Techs need to provide good support for teaching and research. Vice President Pickett looks to the CAB for guidance with his strategic vision. He was pleased to report that Professor Doeppner now sits on the Information Technology Project Review Committee, which enables the CAB to have more direct involvement with plans for current and upcoming technology projects. The FEC suggested that CAB strive for better communication with Faculty by developing an on-line outreach mechanism as a conduit for faculty issues. The CAB will work on this. The Motion to rename CAB as ITAB and to amend its charge will be on the October 6 faculty meeting agenda.

Professor Tan continued his report. The Academic Priorities Committee (APC) is reviewing a proposal for clinical tenure. If approved by the APC, the FEC will review it to determine if it should go to the November faculty meeting for a vote. An FEC member must be appointed to sit on the MFEC. Meetings are held on the second Monday of the month from 8-9:30 a.m. The FEC would like more time to think about this. Professor Marida Hollos has stepped down from the Brown University Community Council (BUCC) because she is chairing the Committee on Faculty Equity and Diversity (CFED). The FEC discussed some names for her replacement and Professor Tan will contact them.

Deputy Provost Vince Tompkins provided the FEC with an Organizational Review Committee (ORC) update. A member of the ORC, when asked about budget cuts by a Brown Daily Herald (BDH) reporter, was quoted in the 9/11/09 issue as stating that "people who are going to see the most direct results of the reorganization are faculty, and in particular the junior faculty". Vice President for Finance, Beppie Huidekoper, has clarified the remark cited in the BDH through a letter to the Editor published on 9/15/09 noting that the committee's review does not include the basic structure and activities of individual faculty members within their units. ORC's purview is to look at how we provide support of various kinds to our faculty and whether we are doing it efficiently and effectively, and if we can do things better. This will be done across the University and will affect faculty as a group, and not what faculty do individually. The ORC will speak with the department chairs and directors in October as well as faculty as a whole, and will try to consult with constituencies as broadly as possible. In the coming weeks, the ORC will be talking about areas they will be looking at throughout the University to evaluate efficiency. Three out of the proposed twelve to thirteen ORC teams have already requested to meet with the FEC and have been scheduled to do so. The FEC would like to see the complete list of the proposed teams to determine if there are any

others that they should meet with. Team leaders will meet frequently amongst themselves to ensure they are heading down the right path, their groups meeting monthly. Their work will be monitored by the ORC. The FEC asked how many teams will have faculty members serving on them since there are just three faculty members on the ORC—Professors Bob Pelcovits, Dietrich Neumann, and Diane Lipscombe. More faculty members have been recruited to serve on some of the teams, especially on the ones that are working on issues that are of compelling interest to the Faculty. The FEC will be inviting Professors Pelcovits, Neumann, and Lipscombe to an October FEC meeting.

Discussion ensued about various scenarios of how the ORC will conduct their reviews and about benefits vs. issues of compensation—which would be more beneficial to cut? Can the ORC consider entertaining other ideas for cutbacks such as job sharing, a 1% cut in pay across the board, or unpaid vacation time to avoid layoffs in their processes? Have various divisions been given instructions to start cost-saving measures already? The ORC is charged with coming up with cost saving measures for next year's budget. The attrition process will be from year to year. Financial aid cuts at various institutions have forced students to go to others who offer better packages. The FEC would like to invite Tom Miller, Dean of Financial Aid, to a future FEC meeting to discuss Brown's financial aid. Vince Tompkins and other ORC members will be invited to provide the FEC with an update in November. The ORC must present their recommendations to the President at the same time as URC does—in December.

Professor Tan reported that the Ombudsperson website has been altered to redirect faculty to three people who can help them while the Ombuds position is vacant: Valerie Wilson (Associate Provost and Director of Institutional Diversity), Rod Beresford (Associate Dean of the Faculty), and Chung-I Tan (Chair of the Faculty/FEC). Professor Tan met recently with Richard Kenyon, Chair of the Grievance Committee, to get a better understanding of how grievance issues are handled, especially those that involve sexual harassment. As mentioned at the FEC luncheon last week, an issue has been raised by faculty of whether or not one can use start-up funds to pay their summer salary. Someone will have to look into this although it seems to affect mostly the Bio-Med people. FEC officers mentioned the FEC's concern to President Simmons about lack of communication between the OVPR's office and the Faculty regarding rules for various proposals. Professor Tan spoke to the Provost about the University's decision to no longer allow the use of per diem rates for meal expenses incurred during faculty travel. The Provost felt it was worth checking into. Professors Tan and Dreier will attempt to meet with Donald Schanck in the Controller's office to get a better sense of why this restriction was imposed. The Provost is forming a committee comprised of administrators and faculty that will report to him on proposals for a new retirement policy since the current policy will expire soon. The early retirement incentive has not worked the way it was expected to in the current policy. Professor Dreier will be bringing up the Faculty Salary Report with the CFED at their meeting later this week.

The FEC would like to get some indicators of how well the IRB is functioning, such as data on the turn-around of their proposals, and will ask Vice President Briant about it at

the 9/29 FEC meeting during the discussion about RAB's charge. He will remain for a discussion about the Conflict of Interest form at which time Julianne Hanavan, Director of Research Compliance and Regina White, Associate Vice President for Research Administration, will be joining us.

The meeting was adjourned at 5:00 PM.

Respectfully submitted,

Cheryl A. Moreau
Secretary