

**Faculty Executive Committee (FEC)
Meeting**

**March 8, 2011
2:30-3:55 p.m.**

Corporation Room, University Hall

Minutes

Present: Susan Allen, Cynthia Garcia Coll (Chair), Reid Cooper, Evelyn Hu-Dehart, Harold Roth, Benjamin Raphael, Philip Rosen, Chung-I Tan (Past Chair)

Guests: David Kertzer, Michael Kosterlitz, Ross Kraemer, Robert Lee, Melinda Rabb

Prof. Garcia Coll called the meeting to order at 2:36 p.m. Approval of minutes is postponed until the next meeting.

Prof. Ross Kraemer, URC vice-chair, was invited to discuss the Committee's annual report to the President. She highlighted some of the stats in the report noting that last year's deliberations were less stressful than the previous year when URC had to make very difficult decisions with regard to University-wide cuts due to the economic downturn. Some people are feeling the burden more than others as a result of those cuts. The URC recommended a faculty salary pool of 4.25% for merit increases, promotions and competitiveness this year and a staff salary pool of 2.5%. Prof. Garcia Coll asked if there is a sense of what will happen in the future with budgetary responses to University priorities. Prof. Kraemer replied that URC had much harder choices to make last year, but the feeling is much better for the coming year as the economy slowly recovers. Brown is paying very close attention to the needs and priorities of the University. The URC will still need to work on long-range strategies for raising additional money for the future. Prof. Roth raised a concern about Media Services charging \$135-\$175 for faculty's use of existing equipment in class rooms after regular work hours. Is this something the URC can address? The Committee does not scrutinize budgets that are not presented to them annually. Prof. Kraemer suggested he speak with whoever is in charge of Media Services. Prof. Rosen asked if the URC discussed the financial needs for the professional master degree programs. Since these programs were totally speculative, they would not figure into the budget process at this time. Prof. Kraemer will attend the April 5th faculty meeting to answer any questions that Faculty may have for the URC about their report to the President.

Prof. Garcia Coll gave a Chair's report. The search committee for a new Provost has finished interviewing candidates for the position and recommendations have been made to President Simmons. We should know in the next couple of weeks who the new Provost will be. FEC officers met recently with Graduate Student Council (GSC) officers, their main concern being funding, specifically 6-year funding for graduate students, which they would like the University to handle differently. Prof. Rosen pointed

out that Dean Weber has been working very hard on this already and it is at the top of his priority list. The GSC also asked FEC officers for advice on how to handle a situation of a faculty member who picks on a TA or RA by humiliating them in front of other students on a research project. This is a serious offense that could affect their career. The FEC officers recommended that students report such behavior to the department chair who could report it to the Dean of the Faculty. Graduate students can file a grievance against the faculty member. Should the FEC advocate for bringing the Ombudsperson position back? Let's put it on the next FEC agenda. In the meantime, Ms. Moreau will refer to the GSC to the section of the FR&R pertaining to graduate student grievance procedures.

Professors Kosterlitz and Rabb joined the FEC for discussion regarding proposed changes to CFED's charge about procedural fairness and timing of their review of promotion or tenure cases that have been denied by TPAC. They wish to bring their charge more in line with how they are currently operating. CFED originally wanted to add language to their operating procedures allowing them to review the Provost's procedures for fairness when reviewing denial cases. Upon FEC's recommendation, they met with President Simmons and Provost Kertzer to discuss it. President Simmons deemed such action to be inappropriate, so CFED decided not to pursue that part of their proposal. The FEC questioned CFED's suggestion to conduct their review of denial cases concurrently to the Provost's review. Why not review cases immediately after TPAC's decision before it goes to the Provost? Otherwise, the Provost's decision is final and CFED's review will not have a direct impact on the case. Professors Kosterlitz and Rabb agreed to that reasoning and will adjust the language accordingly. Prof. Raphael asked what fraction of the prior cases had procedural issues. Prof. Kosterlitz replied that of the previous three, all of them did. It was very hard for CFED to find the origin of the issues especially when they are not allowed access to TPAC's minutes. CFED is allowed to interview candidates and department chairs involved with a case after they review the case file and letter from the department chair. The FEC suggested there be a meeting between TPAC, CFED and FEC to discuss this further. Although Prof. Rabb thinks the idea behind having CFED is important and admirable, she feels strongly that if CFED cannot be given full power to do what is charged to them, then the Committee should disband. CFED's annual report reflected much of what was already discussed about CFED's motion. The FEC felt that the annual report and CFED motion should be presented at the same faculty meeting which is planned for April 5th.

Professor Robert Lee, Chair of the American Civilization Department, was invited to discuss the Department's proposal to change its name from the Department of American Civilization to Department of American Studies. The Academic Priorities Committee has endorsed this proposal. American Studies would best represent the breadth of scholarship of their faculty and students as well as the curriculum offered to undergraduate students. American Studies is the rubric which has identified the department for some time now and changing their name simply brings them into the 20th century. After brief discussion, the FEC invited Prof. Lee to present the motion at the April 5th faculty meeting.

Provost Kertzer was invited to speak with the FEC about an initiative for professional master degree programs at Brown. The initiative has a little less precedence than originally thought, so no vote from the faculty is expected this semester. The educational impact of the Provost's initiative will be to address a high-achieving population of midcareer learners who are not currently served by Brown, which will extend Brown's reach and scope in ways that will enhance the on-campus community. It is expected that tuition revenue for such programs will greatly offset the costs providing significant resources for Brown's other academic programs. The initiative would be overseen directly by the Provost's office, with the Office of Continuing Education providing managerial staff and resource support to implement the programs while offering input into new program development. He expects that compelling program ideas will also come from the Faculty. Models have been studied at other universities. Programs at Brandeis have very talented students in them, very interactive programs being administered remotely on the internet. Students feel more satisfied with their classes and, if done right, could bring Brown to a whole new level of excellence in education it can be proud of. With regard to the revenue point of view, the Provost does not feel that Brown can raise its tuition every year. We need more revenue resources. If successful with such programs, the University could net several million dollars in revenue within a couple of years. Discussion ensued with regard to the degree program's structure and interdisciplinary aspects. The FEC will host a faculty forum on the initiative on March 22nd.

The meeting adjourned at 3:55 p.m. to the faculty forum on Foreign Language Certification.

Respectfully submitted,

Cheryl A. Moreau
Secretary