

Minutes of the Faculty Meeting

May 6, 2008

President Simmons called the meeting to order at 4:05 p.m. The conventional motion to adjourn no later than 6:00 p.m. was approved, and the minutes of the April faculty meeting were accepted with the following changes:

Page one, paragraph one, insert “March” before “minutes”

Page three, paragraph three, delete the sentence beginning “Mr. Pesta said that a check...”

Page eleven, paragraph one, add to the end: “The amended section of the motion reads: “A candidate shall be reviewed for promotion at least every five years if not promoted. A candidate may defer or decline as described above.”

Professor Russell Church delivered a memorial minute for Michael Walker, Professor of Psychology, and Professor Billy Wooten delivered a memorial minute for Lorrin Riggs, Emeritus Professor of Psychology. Following each memorial the Faculty rose in a standing vote of respect. Copies of the memorials are appended to these minutes.

Professor Colwill, reporting for the Faculty Executive Committee (FEC), asked for approval of nominations for the Brown University Community Council, the Faculty Committee for the Campaign, and the Nominations Committee. These nominations were unanimously accepted.

BROWN UNIVERSITY COMMUNITY COUNCIL

Lynne Joyrich (Modern Culture & Media) replacing John Cassese (Diagnostic Imaging) to 6/30/11

Timothy Herbert (Geological Sciences) replacing Christopher Bull (Engineering) to 6/30/11

Evelyn Hu-Dehart (History/Ethnic Studies) replacing Elmo Terry-Morgan (Africana Studies) to 6/30/11

FACULTY COMMITTEE FOR THE CAMPAIGN

Tayhas Palmore (Engineering) replacing Rod Clifton (Engineering) to 6/30/10

Tom Banchoff (Mathematics) replacing John Savage (Computer Science) to 6/30/10

Charles Carpenter (Medicine) replacing Peter Weber (Chemistry) to 6/30/10

Current FCC members nominated for a consecutive two-year term to 6/30/10:

Lewis Lipsitt (Psychology)

Rebecca More (Sheridan Center)

Donna Wulff (Religious Studies)

NOMINATIONS COMMITTEE

Andrea Simmons (Psychology) replacing Constantine Gatsonis (Community Health) to 6/30/11

Bill Patterson (Engineering) replacing Peter Gromet (Geological Sciences) to 6/30/11

Nancy Jacobs (Africana Studies/History) replacing Susan Smulyan (Amer. Civilization) to 6/30/11

Jay Tang (Physics) replacing John Savage (Computer Science) to 6/30/10

Michael Oklot (Slavic Languages) filling an existing vacancy to 6/30/10

She then reported on two matters pending from last year. The first was a leave policy for research track faculty and the second concerned an enhanced leave policy for senior lecturers. She reviewed the process that had been used to consider leaves for (Research) faculty and indicated that there would be no recommendation to implement a blanket policy for scholarly leaves for (Research) faculty. The Faculty Affairs Committee (FAC) had concluded, after reviewing the report of the FEC's ad hoc committee on scholarly leaves for (Research) faculty that a blanket policy is inappropriate. The FEC agrees that the wide range of duties and responsibilities of this body of appointments make it difficult to endorse a blanket scholarly leave policy. The FEC Officers will be discussing this matter further with the Provost and President. Turning to the issue of an enhanced leave policy for senior lecturers, Professor Colwill noted that they are already covered by a policy that grants a semester of teaching relief after every twelve semesters of teaching. The lack of a uniform description of appointments at this rank and the concern that an increase in the frequency of leaves for this rank would be very disruptive to some areas of the curriculum were cited as reasons for not recommending a change in the current leave policy at this time. The FEC recommends that chairs consider individual cases where the appointment might be appropriately converted to the tenure track given that there is no fixed limit on the number of FTEs. This matter will also be the subject of ongoing review in FEC discussions with the Dean of the Faculty, the Provost, and the President.

Professor Colwill then turned to the on-going discussion of tenure, promotion and the TPAC processes. She noted that the faculty must be constantly vigilant of pressures to redefine what Brown is and that it must scrutinize very carefully efforts to make changes (or not make them) based on comparisons with our peer institutions. The FEC must continue to remind the administration that transparency, good communication and working from the ground up are the best principles for changing what we do at Brown. Nowhere is this more critical than in the standards that we set for tenure and promotion at Brown. Brown's extraordinary reputation lies in its unique culture which is a dynamic product of its faculty and students – any changes in what we seek or value in either group will have irreversible effects on what we become. The FEC will continue the dialogue regarding the tenure review process and the junior faculty experience to ensure that any changes in what we do are the best ones for Brown. The FEC will continue to work with the TPAC and the Dean of the Faculty about issues arising from the Faculty Forum and other communications. Issues include: orientation for TPAC members; discussion of criteria and standards; increased transparency in TPAC communication, especially of negative decisions; mentoring of chairs and committees on the preparation of cases; the

protection of junior and associate professors from work that does not advance promotion; clear understanding of what is valued for promotion; and, most importantly, clarity about the responsibilities of full professors in these matters. Professor Colwill reported that the open search for a Faculty Ombudsperson had been launched. In closing, she expressed gratefulness for the opportunity to give back to students and colleagues for their support. She thanked Cheryl Moreau and Len Moorehead of the Office of Faculty Governance, noting that more than eighty events have passed through their hands this year. She thanked President Simmons first on a personal note for her constructive support and insightful guidance, and second on behalf of the Faculty for her outstanding leadership of the Campaign—the best fundraising ever in Brown’s history having brought in 85% of the goal with thirty-one months left to go. She closed by referencing a renegade source for the notion that what we do for ourselves dies with us, while what we do for others remains immortal.

Professor Dill thanked Professor Colwill on behalf of the FEC for her exemplary leadership, for her advocacy and vision, and for her rich metaphors from animal behavior. She noted the completion of the two-year review of faculty governance. And she praised as most notable Professor Colwill’s opening up of full and transparent communication and building of participation on critical issues, remarking that she had called more meetings than any previous FEC chair.

After the faculty rose to express their thanks to Professor Colwill, President Simmons remarked that she would miss “those broad A’s.”

Professor Colwill presented the motion to amend that Faculty Rules to create a standing Committee on Faculty Equity and Diversity. The motion reads:

Motion to Create the Committee on Faculty Equity and Diversity

SUMMARY: Motion by the Faculty Executive Committee to create a new elected faculty committee, the Committee on Faculty Equity and Diversity (CFED), and to delete from the Faculty Rules and Regulations charges of and references to the Faculty Affairs Committee, the Committee on Diversity in Hiring, and the Committee on the Status of Women, all of which would be replaced by the CFED.

MOTION: That the Faculty amend the Faculty Rules and Regulations, effective July 1, 2008, for the purpose of establishing the Committee on Faculty Equity and Diversity, a standing committee of the Faculty, by removing the charge of the Faculty Affairs Committee, found in the Faculty Rules and Regulations as Part 1, Section 2, III, D and replacing all other references thereto with the CFED, by removing the charge of the Committee on Diversity in Hiring, found in the Faculty Rules and Regulations as Part 1, Section 2, III, E and replacing all other references thereto with the CFED, by removing the charge of the Committee on the Status of Women, found in the Faculty Rules and Regulations as Part 1, Section 2, III, G and replacing all other references thereto with the CFED, and inserting in the Faculty Rules and Regulations as Part 1, Section 2, III, the charge below for the Committee on Faculty Equity and Diversity. As a transition measure, membership of the new Committee will be constructed to the extent possible from the current elected members of the Committees that are being replaced.

Faculty Rules & Regulations

Part 1. Membership, Meetings and Committees

Section 2. Committees: Faculty Members Elected by the Faculty

III. Standing Committees

D. Committee on Faculty Equity and Diversity

1. Charge

The Committee on Faculty Equity and Diversity (CFED) shall represent the Faculty in personnel issues such as compensation, benefits, leaves, equity, diversity and advancement.

- a. It shall recommend policy concerning faculty salary, benefits and leaves, and supervise periodic professional assessment of the competitiveness of faculty salaries, benefits and leaves. It shall review annually faculty salaries, benefits (including the Faculty Travel Fund) and leaves for equity in accordance with the Corporation Statement on Nondiscrimination⁴ and for competitiveness with peer institutions.
- b. It shall assess the diversity of the Faculty by rank and department, conduct periodic reviews of hiring procedures and the role of the departmental Affirmative Action Representative, and shall advise on faculty retention, recruitment and advancement policies.
- c. It shall assess, promote, and review University policies and practices relating to diversity and non-discrimination, as defined in the Corporation Statement on Nondiscrimination⁴, in support of which it shall be provided reports on faculty hiring and advancement annually by the Office of Faculty Personnel.
- d. It shall conduct periodic reviews of and submit annual reports on the status of women and minority faculty at Brown, in accordance with the Corporation Statement on Nondiscrimination⁴. It shall make recommendations to improve the status of women and minority faculty where inequities, as defined in the Corporation Statement on Nondiscrimination⁴ are identified and it shall work with the Associate Provost and Director of Institutional Diversity, the Dean of the Faculty and the Dean of Medicine and Biological Sciences to articulate goals for a more diverse faculty and help these officers to achieve these goals in accordance with the Corporation Statement on Nondiscrimination⁴. These reviews will include periodic departmental reports of faculty composition by rank, gender and ethnicity.
- e. It shall monitor the progress of preselects and current searches by reviewing monthly reports of searches provided by the Dean of the Faculty and the Dean of Medicine and Biological Sciences. These reports shall list current searches, job descriptions and summary statistics from interim pool reports, short lists, and final hiring decisions. When indicated, the Deans shall refer cases of concern to the CFED for expedited review. The Deans shall provide information about individual ongoing searches on request.

f. It shall review denials of promotion, tenure, and re-appointment for adherence to the Corporation Statement on Nondiscrimination and submit findings, in writing, to the TPAC, to the Provost, and to the President (as appropriate). Untenured and ex officio members may not participate in these reviews. Associate Professors shall recuse themselves from reviews of faculty at their rank or higher. Members of the Committee must recuse themselves from reviews of faculty members in an academic unit in which they hold an appointment.

g. It shall report annually to the Faculty and to the Faculty Executive Committee.

2. Membership

There shall be nine faculty members: three officers; Chair, Vice Chair, and Past Chair; and six others including one from the off-campus hospital-based faculty. Three administrators, the Dean of the Faculty or his/her designee, the Dean of Medicine and Biological Sciences or his/her designee, and the Associate Provost and Director of Institutional Diversity, and the Past-chair of the FEC serve ex-officio and are non-voting.

a. The campus-based members shall be distributed among the four groups listed in Section 12, II, in such a way that at least one member from each group is a full professor and no more than three from one group are on the Committee at one time. The position of Chair of the CFED shall rotate among the four groups so that no person from one group shall become Chair until a member of each of the other three groups has served.

b. There may not be more than one member from any department unless that department has more than fifty regular faculty members on its rolls.

c. No more than one campus-based member of the committee shall have an untenured academic rank and at least four members of the committee shall have the rank of full professor.

3. Term of Office

Each year a Vice Chair shall be elected by electronic ballot from the Faculty at large. The year following service as Vice Chair, that person shall become Chair, and the year after serving as Chair, that person shall become Past Chair. Only tenured faculty may serve as Vice Chair, Chair or Past Chair of the CFED. Associate and Assistant Professors must recuse themselves from the committee for the year in which they are considered for promotion review by the TPAC.

4. Method of Election

a. The Committee on Nominations will solicit nominations from the voting Faculty, and may add names to the list of nominees.

b. The Committee on Nominations shall place the candidates into as many categories as there are vacancies, in such a fashion as to insure reasonable balance and wide representation among the groups listed in Section 12, II. Each category shall contain nominees from at least two departments.

c. The Vice Chair of the CFED must be elected by a majority of those voting for that position. In the event that no nominee for Vice Chair receives a majority of votes, there shall be a run-off election by electronic ballot between the two candidates who have received the largest number of votes

d. Non-officers of the CFED shall be elected by a plurality of those voting for each category. In the event of a tie vote, a run-off election by electronic ballot will be held to decide the winner.

5. Resignations

a. Officers of the CFED.

i. Chair — If the Chair is unable to continue in office, he or she shall be replaced by the Vice Chair, who shall hold office for the unexpired term of the resigned Chair and for the year that he or she would in the normal course of events be Chair.

ii. Vice Chair — To replace a Vice Chair who has taken the office of a resigned Chair, an election shall be held; the elected person shall hold the office of Vice Chair for the unexpired term of the Vice Chair being replaced and for the following year. To replace a Vice Chair who resigns, an election shall be held.

iii. Past Chair — In the event of a vacancy in the office of Past Chair, the CFED shall select one of its third year members to be Past Chair. The Committee on Nominations shall then fill the vacancy in the CFED created by one of its members becoming Past Chair in accordance with the rule for filling vacancies in the CFED.

b. Non-Officers

The Committee on Nominations shall make an interim appointment of a non-officer of the CFED, subject to review by the Faculty at its next Faculty meeting. Such interim appointments shall last only until the next election.

This motion will delete the following three charges:

Faculty Rules & Regulations

Part 1. Membership, Meetings and Committees

Section 2. Committees: Faculty Members Elected by the Faculty

III. Standing Committees

D. Faculty Affairs Committee (FAC)

1. Charge

The FAC shall represent the Faculty in personnel issues such as compensation, benefits, leaves, and diversity.

a. It shall supervise periodic professional assessment of the competitiveness of faculty salaries, benefits and leaves.

b. It shall recommend policy concerning faculty salary, benefits and leaves.

- c. It shall assess the diversity of the Faculty by rank and department and shall advise on faculty retention, recruitment and advancement policies.
- d. It shall promote a fair and equitable environment on campus, in intellectual and pedagogical pursuit, and in employment, compensation, and benefits and leaves practices in accordance with the Corporation Statement on Nondiscrimination.⁴
- e. It shall assess, promote, and review University policies and practices relating to diversity and non-discrimination, as defined in the Corporation non-discrimination statement, in support of which it shall be provided reports on faculty hiring annually by the Office of Faculty Personnel.
- f. It shall report its findings and recommendations to the Faculty and the Academic Priorities Committee (APC).
- g. The chair of the FAC shall convene a meeting of the chairs and any interested members of the FAC, the Committee on Diversity in Hiring (CDH), and the Status of Women Committee at least once each semester to coordinate the activities of the three committees.

2. Membership

There shall be six faculty members and the Deans of the Faculty and Medicine and Biological Sciences and the Associate Provost and Director of Institutional Diversity (non-voting).

- a. The faculty members elected by the Faculty shall be representative of the distribution of faculty members by division, rank, and diversity, and serve staggered three-year terms.
- b. The Vice Chair shall be elected from among the faculty members in their second year of service on the Committee. The Vice Chair shall become Chair during his/her third year on the Committee.

3. Method of Election

- a. The Committee on Nominations will solicit nominations from the voting Faculty, and may add names to the list of nominees.
- b. The Committee on Nominations shall place the candidates into as many categories as there are vacancies, in such a fashion as to insure reasonable balance and wide representation among the groups listed in Section 12, II. Each category shall contain nominees from at least two departments.
- c. The Secretary of the Faculty will send a ballot to all voting members of the Faculty.

4. Resignations

- a. Officers

i. Chair — If the Chair is unable to continue in office, he or she shall be replaced by the Vice Chair, who shall hold office for the unexpired term of the resigned Chair and for the year that he or she would in the normal course of events be Chair.

ii. Vice Chair — To replace a Vice Chair who has taken the office of a resigned Chair or who has resigned, the Committee shall elect a replacement from among its members; the elected person shall hold the office of Vice Chair for the unexpired term of the Vice Chair being replaced, and that of Chair for the following year.

b. Non-Officers

The Committee on Nominations shall make an interim appointment to replace any resigned non-officer member, subject to review by the Faculty at its next Faculty meeting. Such interim appointments shall last only until the next election.

Faculty Rules & Regulations

Part 1. Membership, Meetings and Committees

Section 2. Committees: Faculty Members Elected by the Faculty

III. Standing Committees

E. Committee on Diversity in Hiring (CDH)

Charge

The Committee on Diversity in Hiring (CDH) shall

a. Work with the Associate Provost and Director of Institutional Diversity, the Dean of the Faculty and the Dean of Medicine and Biological Sciences, and the Faculty Affairs Committee (FAC) to articulate goals for a more diverse faculty and help these officers to achieve these goals.

b. Assist departments and programs in achieving a diversity that not only reflects the pool of qualified applicants but also identifies Brown as a leader in building a diverse faculty.

c. Monitor the progress of current searches by reviewing monthly reports of searches provided to the CDH by the Dean of the Faculty and the Dean of Medicine and Biological Sciences. These reports shall list current searches, job descriptions and summary statistics from interim pool reports, short lists, and final hiring decisions. When indicated, the Deans shall refer cases of concern to the CDH for expedited review. The Dean shall provide information about individual ongoing searches on request.

d. Review denials of promotion, tenure, and re-appointment for adherence to the Corporation Statement on Nondiscrimination and submit findings, in writing, to the TPA and the Provost.

e. The chair of the FAC shall convene a meeting of the chairs and any interested members of the FAC, CDH, and the Status of Women Committee at least once each semester to coordinate the activities of the three committees.

2. Membership

The membership of the Committee on Diversity in Hiring shall consist of six tenured faculty members and the Associate Provost and Director of Institutional Diversity, ex officio. Members shall serve three-year terms.

3. Method of Election

Two members shall be elected every year. Candidates should be representative of the divisions of knowledge in the University and diversity in the Faculty.

Faculty Rules & Regulations

Part 1. Membership, Meetings and Committees

Section 2. Committees: Faculty Members Elected by the Faculty

III. Standing Committees

G. Status of Women Committee

1. Charge

To monitor and review University policies, procedures and practices as they relate to the status of women faculty and associated academic issues; and to promote the advancement of women faculty at Brown. To accomplish this, the Committee shall

- a. obtain data from and consult with faculty, administrators, and students;
- b. conduct periodic reviews of the status of women faculty at Brown;
- c. encourage special programs;
- d. conduct periodic faculty surveys and collect equity data;
- e. and make recommendations for faculty and administrative action.
- f. The chair of the FAC shall convene a meeting of the chairs and any interested members of the FAC, the CDH, and the Status of Women Committee at least once each semester to coordinate the activities of the three committees.

2. Membership

The Committee shall consist of five faculty members, with one from each of the four academic areas and one from the off-campus hospital-based faculty. The Associate Provost and Director of Institutional Diversity and the Associate Dean for Women in Medicine shall serve as ex-officio members. Ad hoc advisors may be invited to contribute at regular meetings and may include representatives from Human Resources, the Sarah Doyle Women's Center, the Pembroke Center, the Center for Excellence in Women's Health, and/or others at the discretion of the Chair.

RATIONALE: The Committee on Faculty Equity and Diversity is a new standing committee of the faculty, proposed by the Faculty Executive Committee following a series of consultations with the Faculty Affairs Committee, the Committee on Diversity

in Hiring and the Committee on the Status of Women. In brief, CFED is charged to represent the Faculty in personnel issues such as compensation, benefits, leaves, equity, diversity and advancement. CFED will recommend policy concerning faculty salary, benefits and leaves, review annually and supervise periodic professional (external) assessment of the competitiveness of faculty salaries, benefits and leaves. CFED will assess the diversity (gender and minority status) of the Faculty by rank and department, conduct periodic reviews of hiring procedures and the role of the departmental Affirmative Action Representative, and advise on faculty retention, recruitment and advancement policies. CFED will monitor the progress of current searches by reviewing monthly reports of searches provided by the Dean of the Faculty and the Dean of Medicine and Biological Sciences, and review denials of promotion, tenure, and re-appointment. The creation of CFED will considerably strengthen faculty oversight of a wide range of personnel issues; its structure is expected to solve past membership problems that have included poor attendance, infrequent meetings, lack of continuity and high turnover, and difficulty in finding leadership. This Motion is presented to create the Committee on Faculty Equity and Diversity and insert it in the proper place in the Faculty Rules & Regulations.

4

Corporation Statement on Nondiscrimination: Brown University does not discriminate against any person because of race, color, religion, age, national or ethnic origin, disability, status as a veteran, sexual orientation, gender identity, gender expression, or sex, except where sex is a bona fide occupational qualification. The University will develop and from time to time update an affirmative action program and will insist on a good-faith effort on the part of its employees to comply with the program. The University will request and expect its agents and those with whom it conducts its affairs to meet the commitments of this important program.

The intent of the revised committee structure is to create a more unified and powerful faculty voice on these issues. The chairs of the current Committee on Diversity in Hiring and of the Faculty Affairs Committee, Professors Maud Mandel and Kristi Wharton, expressed the unanimous support of their committees for the proposed changes. Professor Banchoff and Warren raised questions about the polling of the faculty called for at the last faculty meeting, about the risk of losing focus on the status of women, and on whether we should be comfortable with diminishing the monitoring functions of the earlier committee charges. Professor Wharton noted that clearing up committee overlap and overburdening should strengthen the process. Professor Boedeker brought up the importance of not losing sight of the issue of childcare. Professor Colwill responded that this issue involves graduate students and staff as well as faculty and that Associate Provost Allen had been working on it. Ms. Allen said that comparisons with peers and surveys of the community had been taken into account in a committee report and that after appropriate review some recommendations will be forthcoming, while larger issues remain. Professor Mandel, chair of the CDH stated that while all three current committees address related issues, no one committee is clearly empowered in the current system of bringing change forward. Professor Susan Miller asked if the proposed committee would handle childcare leave for research faculty, and discussion followed on what policies were in place for research faculty, whether those policies were clearly understood or administered, the real benefits of a policy that nominally granted leave but provided no funding, and the fairness of charging against a research account a fringe

benefit rate that the faculty charged could not benefit from. Professor Colwill stated that this matter will be reviewed by the FEC in consultation with the President, and President Simmons called for working towards a definitive and straightforward resolution of the issue. Professor Colwill asked that such a statement be placed in the Handbook for Academic Administration. The motion passed without dissent.

Professor Colwill presented a motion on the election of the Vice-Chair of the Committee on Grievance, noting a structural problem of making enough full professors available for such candidacy. The motion reads:

Motion to Amend the Charge of the Committee on Grievance

SUMMARY: Motion by the Faculty Executive Committee to amend the charge of the Committee on Grievance to allow a vice-chair to be elected from among the Full Professors in either their first or second year of service on the Committee, effective July 1, 2008.

MOTION: That the Faculty, in Part 4, Section 10. I. A. 4. of the Faculty Rules and Regulations on the Committee on Grievance (Standing Committee of the Faculty), Method of Election, add the proposed new language (underlined and in bold), effective July 1, 2008, for the purpose of electing a Vice Chair from among the Full Professors in either their first or second year of service on the Committee.

Faculty Rules & Regulations

Part 4. Faculty Resolutions, Policies and Procedures

Section 10. Faculty Rules Pertaining to the Faculty & Students

I. Professional Affairs of the Faculty

A. Committee on Grievance (Standing Committee of the Faculty)

4. Method of Election

b. The Vice Chair shall be elected from among the full professors in their **first or** second year of service on the Committee. The Vice Chair shall become Chair during his/her **second or** third year, **respectively,** on the Committee.

RATIONALE: This amendment will provide the Committee on Grievance with more flexibility in electing a Vice Chair from the pool of full professors serving on the Committee, particularly in years when both new members elected to the Committee are at the rank of Associate Professor.

The motion was approved unanimously.

Professor Colwill presented a motion on student appointments to the University Resources Council (URC) to allow graduate and undergraduate students to use their customary and efficient appointment processes and to allow the efficient appointment of medical students. The motion reads:

Motion by the Faculty Executive Committee, the Undergraduate Council of Students, the Graduate Student Council and the Medical Student Senate to revise the Faculty Rules and Regulations

SUMMARY: Motion to revise the *Faculty Rules and Regulations* regarding the University Resources Committee (URC) for the purpose of altering the process of selecting student representatives to serve on the committee from an election to an appointments process, similar to the process currently utilized to appoint staff representatives to serve on the URC, for the purpose of adding a second graduate student to serve on the committee to increase continuity across terms, and for the purpose of changing the term of service for the medical student member.

MOTION: That the Faculty, in Part 1, Section 2. III. C. 2 and 4 of the *Faculty Rules & Regulations* delete the existing language as struck-through below and replace it with the proposed new language underlined and in bold below, effective July 1, 2008.

Faculty Rules & Regulations

Part 1. Membership, Meetings and Committees

Section 2. Committees: Faculty Members Elected by the Faculty

III. Standing Committees

C. University Resources Committee (URC)

2. Membership

There shall be six faculty members, five administrators as ex-officio members, ~~four~~ five students **appointed by their respective elected representative governing body in consultation with the Provost,** and two staff members appointed by the Staff Advisory Committee in consultation with the Provost. The administrators include the Provost; Executive Vice President for Planning; Executive Vice President for Finance and Administration; the Dean of the Faculty; and the Dean of Biology and Medicine. The student members shall include two each from The College and the Graduate School and one ~~each from the Graduate School and the Medical School.~~ **Student members appointed to the Committee may not concurrently serve as Officers of their respective governing body (the Undergraduate Council of Students, the Graduate Student Council and the Medical Student Senate, respectively).**

The Provost is the Chair ex officio. The Vice Chair shall be a Faculty member in his/her second year of service on the Committee. Normally the Vice Chair shall be elected by the Committee at the start of the term of new members.

3. Term of Office

Faculty member terms shall be three years. **Graduate and undergraduate** ~~s~~Student member terms shall be two years **and the medical student term shall be one year.**

Terms of office shall normally begin on March 1 following the election held **or appointment process conducted** in the preceding winter.

4. Method of Election

- a. Each year a ballot will be prepared with two positions with two faculty members per position for election by electronic ballot by the Faculty. Candidates for each slate are to be chosen by the Committee on Nominations in consultation with the Provost after seeking nominations from the voting faculty. The candidate on each slate with the majority of the votes will serve on URC; the other candidate will serve as an alternate, as appropriate. Candidates should be representative of the divisions of knowledge in the university and diversity in the Faculty. Upon the expiration of his or her term, a member shall not be eligible for reelection until one year has elapsed, except that those persons elected for terms of one year or less may be candidates to succeed themselves.
- b. Chairs of academic divisions and departments, and faculty members holding appointments as administrative officers are not eligible for elected membership on the Committee. Members of the faculty elected to the Committee may not concurrently serve as members of the FEC.
- ~~c. Undergraduate Students. On or about February 15, the Undergraduate Council of Students shall hold a ballot election available to all full-time undergraduate students.
 - i. The ballot shall be prepared by the Undergraduate Council of Students with the approval of the Provost. The number of candidates shall be at least twice the number of open positions.
 - ii. The positions shall be designated for candidates available to serve a two-year term.
 - iii. The nominees receiving the greatest number of votes will be elected. In the event of a tie, a runoff election by ballot will be held to determine the winner.
 - iv. Students elected to the Committee may not concurrently serve as members of the Undergraduate Council of Students.
 - v. In the event of a vacancy, the remainder of the vacant term shall be filled by means of a ballot, prepared in the manner provided above. A vacancy that occurs within the final semester of the member's term of office shall not be filled.~~
- d. Graduate Students. On or about February 15 of the year in which a vacancy occurs, the Graduate Student Council shall hold a ballot election available to all full-time graduate students.
 - ~~i. The ballot will be prepared by the Graduate Student Council with the approval of the Provost. It shall contain the names of at least two full-time graduate students, each of whom shall have completed not less than two semesters of graduate work at Brown.~~
 - ~~ii. The candidate receiving a plurality will be elected. In the event of a tie vote, a run-off election by ballot will be held to determine the winner.~~

- ~~iii. Students elected to the Committee may not concurrently serve as members of the Graduate Student Council.~~
- ~~iv. In the event of a vacancy, a special election shall be held, in the manner prescribed above. The graduate student so elected shall serve until the second meeting following March 1.~~
- ~~e. Medical Students. On or about February 15 of the year in which a vacancy occurs, the Medical Student Senate shall hold a ballot election available to all full time students in the School of Medicine.~~
 - ~~i. The ballot will be prepared by the Medical Student Senate with the approval of the Provost. It shall contain the names of at least two full time students in the School of Medicine each of whom shall have completed not less than two semesters in the School of Medicine at Brown.~~
 - ~~ii. The candidate receiving a plurality will be elected. In the event of a tie vote, a run-off election by ballot will be held to determine the winner.~~
 - ~~iii. Students elected to the Committee may not concurrently serve as members of the Medical Student Senate.~~
 - ~~iv. In the event of a vacancy, a special election shall be held, in the manner prescribed above. The Medical student so elected shall serve until the second meeting following March 1.~~

RATIONALE: When the URC was established by the Faculty in 2002-2003 the process for selecting student representatives – an election process – was carried over from the charge of the predecessor committee, ACUP. In recent years the respective student government bodies for the College, the Medical School and the Graduate Council have been appointing student members of the committee, in consultation with the Provost. It is felt by the student governments that an election process for this committee is unwieldy and inefficient. Replacing a ballot election with an appointment process similar to that in place for staff representatives (in which each student government would appoint student representatives to serve on the committee in consultation with the Provost) is expected to be more effective and efficient for the students and consistent with actual practice in recent years.

This motion will also amend the faculty rules to add another graduate student member to the University Resources Committee. This change would allow greater continuity from year to year, because of staggered terms. A similar change was approved in March 2005 for adding a second staff member. The term of the medical student has been shortened to one year to accommodate changes in the medical school curriculum.

The motion carried without dissent.

Professor Valente brought the motion for a name change Center for Latin American and Caribbean Studies. The motion reads:

MOTION: The Faculty acknowledges receipt of the recommendation from the Academic Priorities Committee supporting the renaming of the Center for Latin American Studies as the Center for Latin American and Caribbean Studies. The Faculty recommends to the President and Board of Fellows the renaming of the Center for Latin American Studies as the Center for Latin American and Caribbean Studies.

Despite Professor Valente's admitted superstition that his having stood on the losing side of so many faculty votes and some discussion about whether Latin American would include South American areas formerly colonized by the Dutch, say, or the English, the motion was unanimously approved.

Professor Lubar presented a motion for a change of name to the John Nicholas Brown Center for Public Humanities and Cultural Heritage. The motion reads:

MOTION: The Faculty acknowledges receipt of the recommendation from the Academic Priorities Committee supporting the renaming of the John Nicholas Brown Center for the Study of American Civilization as the John Nicholas Brown Center for Public Humanities and Cultural Heritage. The Faculty recommends to the President and Board of Fellows the renaming of the John Nicholas Brown Center for the Study of American Civilization as the John Nicholas Brown Center for Public Humanities and Cultural Heritage.

The motion was unanimously approved.

Professor Tarr presented on behalf of Professor Donaghue and the APC for a change in name and a transformation to create the Brown Institute for Brain Science. The motion reads:

MOTION: The Faculty acknowledges receipt of the report from the Academic Priorities Committee supporting the proposal to transform and rename the existing Brain Science Program into the Brown Institute for Brain Science. The Faculty recommends to the President and Board of Fellows the transformation and renaming of the existing Brain Science Program into the Brown Institute for Brain Science.

The motion carried without dissent.

Professor Colwill presented a motion to remove the charge of the University Curriculum Committee. The motion reads:

Motion by the Faculty Executive Committee to Delete the University Curriculum Committee

SUMMARY: Motion by the Faculty Executive Committee to delete from the Faculty Rules and Regulations the charge of and references to the University Curriculum Committee.

MOTION: That the Faculty amend the Faculty Rules and Regulations, effective July 1, 2008, for the purpose of removing the charge of the University Curriculum Committee,

found in the Faculty Rules and Regulations as Part 1, Section 2, IV, C and all other references thereto.

Faculty Rules & Regulations

Part 1. Membership, Meetings and Committees

Section 2. Committees: Faculty Members Elected by the Faculty

IV. Councils and Committees for the Curriculum

C. University Curriculum Committee (UCC)

1. Charge

The Faculty delegates certain of its powers with respect to Undergraduate and Graduate Education to the University Curriculum Committee. Its duties are:

- a. To oversee all aspects of undergraduate and graduate degree programs and the development of criteria and standards for them.
- b. To make recommendations to the Academic Priorities Committee and the Faculty concerning the changing curricular needs of Brown undergraduate and graduate students and the balance between the undergraduate and graduate programs.
- c. To submit to the Faculty for approval proposed changes in degree programs, criteria and standards that have both undergraduate and graduate components.
- d. To examine, evaluate and approve all educational offerings in the curriculum, including all courses offered for credit, that have both undergraduate and graduate components. Referrals of such offerings to the Committee will normally be made either by the College Curriculum Council or the Graduate Council.
- e. To review curricular offerings with a view to coordinating them and avoiding needless duplications.
- f. To create subcommittees as needed to do the work of the committee.
- g. Convenes at least once per semester and reports annually in writing to the Faculty.

2. Membership

Deans of the College and Graduate School, the Registrar and the Faculty Vice Chairs of the College Curriculum Council (CCC) and the Graduate Council (GC), all serving ex officio, and one faculty member from each council, one undergraduate member of CCC, and one graduate student member of GC, each to be chosen by the respective councils. The Chair shall be a faculty member chosen from among the Committee's elected members.

3. Organization

The Committee shall convene at least once per semester and report to the Faculty in writing at least once a year. In order to assist the UCC in its work, it is authorized to establish subcommittees.

RATIONALE: The University Curriculum Committee has never submitted an annual report to the Faculty and has not met, as constituted, for the past 4 years. Much of the work described in the charge of this Committee is performed by a joint sub-committee of the CCC and the Graduate Council co-chaired by Associate Deans of the College and Graduate Council with faculty appointments. This Motion is presented to delete the charge of and any references to the University Curriculum Committee from the Faculty Rules & Regulations.

The motion was approved unanimously.

Professor Colwill presented a motion to amend that charges of the College Advisory Board, the College Curriculum Council, the Committee on Academic Standing, the Committee on Commencement Speakers, and the Committee on Resumed Undergraduate Education. The motion reads:

Motion by the Faculty Executive Committee to Amend the Charges of the College Advisory Board, the College Curriculum Council, the Committee on Academic Standing, Commencement Speakers and the Resumed Undergraduate Education Policy and Admission Committee

SUMMARY: Motion by the Faculty Executive Committee to amend the charges of the College Advisory Board, the College Curriculum Council, the Committee on Academic Standing, Commencement Speakers and the Resumed Undergraduate Education Policy and Admission Committee, effective July 1, 2008, for the purpose of restructuring committee reporting lines.

MOTION: That the Faculty, in Part 1, Section 2. VII. G. 1. of the Faculty Rules and Regulations on the College Advisory Board, Charge, delete the existing language (as struckthrough below) and in Part 1, Section 2. IV. A. 1., Section 2. IV. E., Section 2. IV. F., Section 2. IV. G., add the proposed new language (underlined and in bold), effective July 1, 2008, for the purpose of restructuring committee reporting lines.

Faculty Rules & Regulations

Part 1. Membership, Meetings and Committees

Section 2. Committees: Faculty Members Elected by the Faculty

VII. Administrative Advisory Boards

G. College Advisory Board

1. Charge

The College Advisory Board shall serve to advise the Dean of the College, and other senior officers as appropriate, on resources and priorities with regard to the undergraduate College. The College Advisory Board shall review and make recommendations regarding the University's policies and programs concerning the

curriculum, academic support services, and the undergraduate student experience to the extent those policies and programs are not under the purview of another Advisory Board and/or Standing Committee. In particular, the College Advisory Board will coordinate its work with the College Curriculum Council and the Campus Life Advisory Board. ~~The College Advisory Board may create standing and ad hoc committees and sub-committees to handle specific matters under its broad charge. These will include: a standing committee on Academic Standing; a standing committee on Commencement Speakers; and a standing committee on the Resumed Undergraduate Education Policy and Admission. When it deems that it can do so without creating a sub-committee, it will assume the responsibilities of other previously existing committees concerned with College matters, such as Admissions, Financial Aid, Prizes and Premiums, and Summer Studies. Charges and memberships of the various committees and sub-committees shall be consistent with the charge and membership guidelines governing the creation of Administrative Advisory Boards and shall be made known to the campus by the Office of the Dean of the College.~~

Faculty Rules & Regulations

Part 1. Membership, Meetings and Committees

Section 2. Committees: Faculty Members Elected by the Faculty

IV. Councils and Committees for the Curriculum

A. College Curriculum Council (CCC)

1. Charge

- a. The College Curriculum Council shall review curricular offerings to ensure that academic standards and the goals of the undergraduate curriculum are properly met. When goals are not being met, the Council shall propose to the Faculty the means for doing so.
- b. It shall review curricular offerings with a view to coordinating them and avoiding needless duplications.
- c. The Council shall have the power to examine, evaluate and approve all educational offerings in the undergraduate curriculum, including all courses offered for credit, all concentration programs, and all independent study programs. It shall refer all educational offerings that come to it that have a significant graduate component to ~~the University Curriculum Committee (UCC).~~ **the joint subcommittee on undergraduate and graduate instruction.**
- d. It shall have jurisdiction over special educational programs such as the Internship Program, the Honors Program and Advising Programs; **and it shall oversee prizes and premiums.**
- e. It shall periodically conduct reviews of undergraduate educational programs of Departments, Centers, and Programs and shall make recommendations for changes to the academic units concerned and to the Administration. The Council may also make general

recommendations for improvements in the undergraduate curriculum to the Administration and to the Departments, Centers, and Programs.

f. It shall refer to the ~~UCC~~ **joint subcommittee on undergraduate and graduate instruction** (which in turn will refer to the Academic Priorities Committee) all questions that require Faculty action pertaining to: (a) educational matters that affect all students in the University; (b) changes in the requirements of the Graduate School or of the School of Medicine that impinge on undergraduate education.

g. It shall hear reports annually from the Dean of Admission and the Director of Financial Aid.

~~h. g.~~ It shall make annual reports to ~~the UCC and~~ the Faculty of its activities during the preceding year.

E. Academic Standing (CAS)

4. Procedures

The Committee shall report annually, in writing, to the Faculty Executive Committee and to the Faculty.

F. Commencement Speakers

5. Procedures

The Committee shall report annually to the College Curriculum Council.

G. Resumed Undergraduate Education Policy and Admission Committee

4. Procedures

The Committee shall report annually to the College Curriculum Council and, on request, to the Faculty Executive Committee.

RATIONALE: Administrative Advisory Boards are not appropriate structures for receiving annual reports from Standing Committees of the Faculty. The College Advisory Board was not convened for two years during which time several committees did not report to the Faculty. This motion re-organizes the reporting lines so that committees report to other Standing Committees and either directly or indirectly to the Faculty on an annual basis.

The motion was approved without dissent.

Professor Colwill presented a motion to amend the Faculty Rules regarding the membership and staffing of Administrative Advisory Boards. The motion reads:

Motion by the Faculty Executive Committee to Amend the General Charge of Administrative Advisory Boards

SUMMARY: Motion by the Faculty Executive Committee to amend the description of the minimal set of requirements for administrative advisory boards, effective July 1, 2008, for the purpose of clarifying membership and staffing.

MOTION: That the Faculty, in Part 1, Section 2. VII. A. of the Faculty Rules and Regulations on Administrative Advisory Boards add the proposed new language (underlined and in bold), effective July 1, 2008, for the purpose of clarifying membership and staffing.

Faculty Rules & Regulations

Part 1. Membership, Meetings and Committees

Section 2. Committees: Faculty Members Elected by the Faculty

VII. Administrative Advisory Boards

A. Administrative Advisory Boards

As needed, senior administrators shall create administrative advisory boards consisting of faculty, and as appropriate, students and staff. The following is a description of a minimal set of requirements on such boards for them to be recognized by the Faculty. For a board to be recognized and approved by the Faculty, the senior administrator to whom the board reports must seek approval from the Faculty Executive Committee of an appropriate description of the board for inclusion into the Faculty Rules and Regulations

1. Charge

To advise a senior administrator on resources and priorities for which the senior administrator has responsibility.

2. Membership

The members shall consist of the senior administrator and a minimum of four faculty members **but no more than six** who shall serve staggered terms lasting at least two years. Students and staff may serve, as appropriate.

3. Chair and Staffing

The Board Chair shall be the senior administrator. The Vice Chair shall be a faculty member who is elected by the board at the end of his/her first year of service **and who shall serve for one year.** The Board shall be staffed by the office of the senior administrator.

RATIONALE: Faculty time is precious and setting an upper limit on the number of faculty members who can serve on an advisory board will help maintain the availability of enough faculty for staffing Standing Committees of the Faculty. Limiting the term of vice-chair to one year will prevent stagnation of leadership and increase the availability of leadership opportunities for faculty contributing to university service.

The motion was unanimously approved.

Professor Lipscombe present a motion to amend the charge of the Academic Priorities Committee regarding new concentration proposals and new graduate degree proposals. The motion reads:

Motion by the Academic Priorities Committee to Amend its Charge

SUMMARY: Motion by the Academic Priorities Committee to revise its charge, effective immediately, for the purpose of adding new language regarding review of new concentration proposals and new graduate degree proposals.

MOTION: That the Faculty, in Part 1, Section 2.III.B.1 of the Faculty Rules & Regulations on Standing Committees: Academic Priorities Committee (APC) amend the charge of the Academic Priorities Committee so as to add the proposed new language (underlined and in bold below), and relabel the existing Part 1, Section 2.III.B.1.d to h as Part 1, Section 2.III.B.1.e to i, effective immediately.

Faculty Rules & Regulations

Part 1. Membership, Meetings and Committees

Section 2. Committees: Faculty Members Elected by the Faculty

III. Standing Committees

B. Academic Priorities Committee (APC)

1. Charge

- d. To review proposals for new graduate degree programs and new undergraduate concentrations, in coordination with the Graduate Council and College Curriculum Council, so as to assess their impact on academic resources. The Academic Priorities Committee plays a consultative role, with final approval for graduate degree programs and undergraduate concentrations to be made by the Faculty and the College Curriculum Council, respectively.**

RATIONALE: At present, proposals for new centers, programs, or institutes come before the APC but proposals for new graduate degree programs or undergraduate concentrations do not. The APC's current lack of a formal role in the approval process of degree program and concentration proposals is problematic both because such proposals often have resource implications for the university which warrant discussion by this body, and because there is no certain route by which the Provost will be informed of such proposals in a timely manner. For these reasons, the APC wishes to insert language describing a formal role for the committee in the degree program and concentration approval process. The Office of the Provost will work with the Dean of the College and the Dean of the Graduate School (both members of the APC, and chairs of the College Curriculum Council and the Graduate Council, respectively) to coordinate an efficient and effective means of communication between these committees. Final approval of proposals will rest with the Faculty (for graduate degree programs) and with the College Curriculum Council (for undergraduate concentrations).

Dean Bergeron clarified the sequence of APC and CCC actions, with a similar sequence for graduate proposals. In response to a caution that the APC could block a program from Professor Valente, Dean Bonde replied that prudence would be necessary. Provost Kertzer noted that committee approval here was consultative, and the faculty would have approval. Professor Emigh asked if the department would represent their proposals in person to the FEC, and Dean Bonde responded that they would. The motion was approved by all present.

President Simmons thanked the FEC for the significant time and effort they have devoted this past year to faculty governance and to working with the administration on behalf of the faculty. She praised Ruth Colwill's seemingly limitless energy devoted to her role as FEC Chair. With the support of vice chair Jamie Dreier and past chair Ann Dill, FEC has focused on engaging the faculty in meaningful ways to reinforce the importance of participatory, representative governance. Copies of the Phase II review of the PAE will be shared later in May, and Mr. Spies and Ms. Quinn will report on recommendations not yet included. Costs for utilities, health care and construction rise, as does the pressure to expand financial aid. The effects of the economy on the endowment performance in the long and short term; the impact of the economy on the Campaign, the cost of debt, and other factors suggest the review was well timed. She reported that, happily, the campaign is proceeding well, and we are on a strong trajectory to exceed \$1.2 billion by Commencement. We have achieved 85 percent of our campaign goal with 31 months remaining on the Campaign timeline, and have raised 86 percent of the goal for endowment, 90 percent of our original goal for facilities, and 87 percent of our goal for the Brown Annual Fund. She expressed thanks to all those who have made it possible, including the faculty, especially the more than 150 faculty members who came to the Campaign celebration last week. In the year ahead, we will launch a special initiative within the Campaign to encourage gifts in support of endowment for financial aid for undergraduate, graduate, and medical students. In particular, this initiative will strive to increase the amount we have targeted for undergraduate financial aid endowment from \$300 million to \$400 million. To date, we have raised over \$240 million for that goal. The Corporation is appropriately attentive to our planning and decision making given economic uncertainties, and has asked that we review the assumptions that will guide our financial planning with an eye toward being conservative in preparing for any range of scenarios. Beppie Huidekoper is leading this effort, and will discuss with the Budget and Finance Committee at the upcoming meeting the implications of any number and combination of factors—from increases in inflation, costs of borrowing and utilities, to decreases in sponsored research funding, Campaign giving and endowment returns. This will include discussion and debate of the capital projects planned, and the implications of deferring particular projects if necessary. The search for a vice president for campus life and student services is nearing completion. The search committee has narrowed down a set of finalists and interviews are underway. The process will conclude by the end of the academic year. The President thanked Ann Dill for leading the search, and she expressed special thanks to Russell Carey for serving ably in the interim role during the past 20 months. She also expressed gratitude to Vice- President Walter Hunter for his able work on complicated matters of finance and administration, praising him for being longsuffering and calm. During the weekend, 5400 alumni will return to campus—nearly double the number from five years ago. During Commencement activities we will confer

seven Honorary Degrees. Copies of the news release announcing the recipients are available for review, and will be on the web today. The President thanked the members of the Advisory Committee on Honorary Degrees, and in particular, the past chair, Leslie Bostrom, for their work in advancing candidates for consideration.

The economic health of the city and state is intertwined with the success, she stated, and over the past several years we have sought to support economic development in the city in a number of ways. Most recently, the University has been playing a leadership role in some important studies around the idea of developing the so-called "knowledge-based economy." These studies are intended to help us determine how economic growth in the city and state might be enhanced through greater collaboration with the universities and hospitals, including Brown and the Alpert Medical School. Led primarily by Dick Spies, many people have been involved in discussions with leadership in the city and state to identify a process to advance the recommendations that have emerged through these studies. In light of the departure of President Mandle of RISD, the president cited the impact on the city that the infusion of the arts has had under his leadership. While the current economic climate is challenging for considerations of public and private investment, current difficulties underscore that achieving success and prosperity in the future will demand focused and strategic collaboration among the public, private and non-profit sectors. The President expressed hope that these discussions will become more concrete over the next few months. The President also spoke to the status of the initiatives outlined in the University's Response to the Report of the Steering Committee on Slavery and Justice. The overall goal of the University's response has been to acknowledge this history, to make the findings widely available and accessible, and to identify ways to act on these findings given our current context. The initiatives were organized in three areas: Memorials and Commemorations; Academic Initiatives; and Community Initiatives. Progress has been made in each of the areas. For example, the Commission to Commemorate the History of Slavery in RI, which includes individuals appointed by the Mayor of Providence, Governor of Rhode Island and the University, has met nearly monthly since last summer. They have heard from speakers and visited other sites, memorials and exhibits that acknowledge difficult periods of our history. We anticipate meeting a couple of times over the summer, and gathering public feedback in the fall with the goal of having some recommendations by the end of the calendar year. The Provost recently shared with the faculty the report of the advisory committee chaired by Professor of Economics Glenn Loury that calls for establishing an Institute on Slavery and Justice at Brown. The report is being reviewed by the Academic Priorities Committee, and once it has been revised and refined, a formal proposal will go to the faculty and the Corporation next year. The President stated that there have been numerous expressions of interest in donating to the Fund for the Education of the Children of Providence. To date \$450,000 has been donated. The Chancellor appointed a Corporation committee to oversee the Fund and establish criteria for making awards. The Committee plans to meet with Providence Public School officials and others involved in efforts to strengthen the schools in the coming weeks, and expects to make the first allocations for fall. The University established an Urban Fellows Program to provide tuition-free education for up to ten students per year earning a Master of Arts in Teaching or a Master of Arts in Urban Education Policy who commit to serving in the Providence Public Schools for three years following graduation. The first students have been

accepted and will begin their studies this summer. The President also stated that we are making strides to strengthen Africana Studies, to build on our relationship with Touglao, and to explore developing a network of colleges and universities that would support minority-serving universities and colleges through technical assistance and other resources. In response to Professor Savage, the President affirmed that the records of the Slavery and Justice Committee are available on the website, and in response to Professor Banchoff she stated that the release of the names of candidates for honorary degrees as in keeping with past practice.

The Provost deferred to Deans Bergeron and Bonde. Dean Bergeron pointed to a pilot program of 10 faculty advising fellows working in conjunction with faculty fellows of a regionalized advising program. Information will be forthcoming by email and on the Dean of the College website. Dean Bonde reported of the report of the working group reviewing graduate education at Brown, now available through “green” release on the Graduate School website. The Dean of the Graduate School convened the Working Group for Graduate Education in the fall of 2007. The group was charged to “address immediate needs and long-range plans for graduate programs at Brown... focusing principally on the size and scope of the Graduate School and on the critical role of research in graduate training and support.” They were concerned to strive for excellence, to look towards a global reputation, to build identity, and to work in cooperation with the College and not to be perceived as threatening. The preliminary recommendations address six areas. One is growth. Comparison with peer schools and the fact of the growth of our faculty calls for the expansion of doctoral programs, especially in the laboratory sciences but also in humanities where some cohorts are as small as two or three. She stated that growth needs to be planned not as a percentage but strategically and responsively. A discussion with department chairs will begin on opportunities and strategies for growth. A second major concern is graduate student funding for such critical areas as summer research support where current funding is below that afforded UTRAs and for increasing the travel funding incentive program. The third concern is diversity, and in particular target early on the needs of international students in language and in understanding U.S. educational practices. The fourth and perhaps most complex is the instructional challenge of matching enrollments and overall instructional needs. Dean Bonde warned that there is no silver bullet, but that the monitoring of needs in areas in need of relief, the coordination of TA, adjunct, and post-doctoral staff, and attention to staging assignments for the professional development of the graduate students are critical areas. The fifth priority is the revisit 2005 budgeting arrangement for Biomed. And the sixth is to promulgate our newly gathered data as a means of promoting understanding of the mission and excellence of the Graduate School. Already the results of the PAE can be seen in Graduate School data. Our admissions application pool has doubled, for example.

President Simmons asked if there were any questions for Ombudsperson Flora Keshgegian on her report. Ms. Keshgegian wants to add to the report that the announcement of a workshop on negotiation had already won twenty replies.

Dean Bergeron announced that the strong pool of applicants for the Wriston Fellowship persuaded the committee that two awards should be made this year: they go to Professor

Anna Aizer of Economics, who works on the economics of labor, health, and households, and to Professor Joshua Schechter of Philosophy, who is working on the epistemology of the a priori.

Professor Gatsonis presented the list of committee and faculty officer nominations, adding the name of Stephen Foley as nominee for Secretary of the Faculty effective July 1, 2008 to June 30, 2009.

NOMINATIONS RECOMMENDED TO THE FACULTY FOR FACULTY OFFICER APPOINTMENTS TO BE EFFECTIVE JULY 1, 2008:

FACULTY OFFICERS

Parliamentarian: Peter Richardson (Engineering and Physiology) to 6/30/09

Chair of the Faculty Forum: Thomas Banchoff (Mathematics) to 6/30/09

Secretary of the Faculty Forum: Laurie Heller (Cognitive & Linguistic Sciences) to 6/30/09

NOMINATIONS RECOMMENDED TO THE FACULTY FOR COMMITTEE APPOINTMENTS TO BE EFFECTIVE JULY 1, 2008:

ACADEMIC CODE (Standing Committee on the)

Roderic Beresford (Engineering) replacing William Suggs (Chemistry) to 6/30/11
Polly Ulichny (Education) replacing Lawrence Wakeford (Education) to 6/30/11

ACADEMIC STANDING (Committee on)

Claire Kenyon (Computer Science) replacing David Paine (Engineering) to 6/30/11

COLLEGE CURRICULUM COUNCIL (CCC)

Lewis Seifert (French Studies) replacing Daniel Kim (English) to 6/30/11
Evelyn Lincoln (History of Art) replacing Lynne debenedette (Slavic Languages) to 6/30/11
David Sobel (Cognitive & Linguistic Sciences) replacing Sharon Swartz (EEB) to 6/30/11

FACULTY RETIREMENT (Committee on)

Joan Lusk (Chemistry) continuing to 6/30/11
Newell Stultz (Political Science) continuing to 6/30/11

GRADUATE COUNCIL

Suzanne Stewart-Steinberg (Italian Studies/Comparative Literature) replacing Tamar Katz (English) to 6/30/11
Hernando Ombao (Community Health) replacing Joseph Hogan (Community Health) to 6/30/11

RESUMED UNDERGRADUATE EDUCATION POLICY AND ADMISSIONS
(Faculty Committee on)

William Patterson (Engineering) replacing William Suggs (Chemistry) to 6/30/11
Mary Carskadon (Psychology) replacing Dian Kriz (History of Art) to 6/30/11

The nominations were approved without dissent, and Professor Gatsonis reminded the faculty of the pressing need for increased willingness to participate.

Professor Wharton reported on the findings of the FAC in regard to the Tuition Assistance Plan. Brown's current offering of a fixed \$10,000 per child per year puts us at the bottom of a pool of peers. Two aspects need change. One is that the amount of the benefit be increased: to be in line with Brown tuition would put this increase at \$14,000, and to be in line with out peers at \$14,800. Second would be to insure that the award is indexed in some way to increases in tuition.

There being no new business or old business, the meeting was adjourned at 5:59 p.m.

Respectfully submitted,

Stephen Merriam Foley
Secretary of the Faculty

Memorial Minute

J. Michael Walker, Professor of Psychology

May 6, 2008

On January 5, 2008, at the age of 57, Michael Walker died of heart failure in Bloomington, Indiana.

He came to Brown in 1983 as an Assistant Professor of Psychology. Ten years earlier he received a B.A. in Psychology from Indiana University, and then an MA and a PhD at Ohio State University where he worked with Gary Berntson on central mechanisms of pain inhibition; then four years of postdoctoral training in Neuropharmacology with Huda Akil at the University of Michigan. By the time he arrived at Brown, he was an established investigator of the analgesic effects of opiates and peptides, with more than 20 publications on the inhibition of pain.

After five years at Brown, he was promoted to Associate Professor of Psychology, and in 1993 to Professor of Psychology with a secondary appointment as Professor of Neuroscience. For the next 10 years, he received a Research Scientist Development Award from the National Institute of Health. Throughout his career at Brown, he received large grants from the National Institute on Drug Abuse, and the National Institute of Mental Health, for his research on pain perception that used techniques of behavioral neuroscience, neurophysiology, anatomy, and molecular biology. He did not speak of his research with terms like "interdisciplinary" or "cutting edge," but it was both.

In the 1990's his research focused on the antinociceptive effects of cannabinoids, and it clearly demonstrated the medical value of marijuana in pain management. In 1999 he was President of the International Cannabinoid Research Society.

He taught laboratory and lecture courses in psychopharmacology and physiological psychology, and undergraduate and graduate seminars on pain and analgesia.

He was an outstanding mentor to graduate students in his laboratory. He treated them as members of an extended family. He admired those who worked hard, carefully, and thoughtfully. When scientific or personal problems arose, he was there to help.

Michael Walker became Chair of the Psychology Department in 1999. In this role, he provided support and advice to undergraduate, graduate, and postdoctoral students that had major positive effects on their lives.

He had considerable affection for Brown and its traditions. His aspiration was to maintain a sense of a common mission among those studying brain, mind, and behavior; and to extend that community to include those doing research on clinical and translational research.

In 2004, Michael Walker accepted a position at Indiana University where he, and five of his students, moved. He was appointed as the Linda and Jack Gill Chair of Neuroscience, Director of the Gill Center for Biomolecular Science, and Professor in the Department of Psychological and Brain Sciences at Indiana University.

He is survived by his wife, Barbara; three daughters, Elisa, Laura, and Emily; his parents; six brothers and sisters; and 14 nieces and nephews.

He also left a legacy of former graduate and postdoctoral students with the skills, knowledge, and imagination to continue his important research on the causes of pain, and the ways to control it.

“Madam President, I move that the Faculty adopt this Minute by standing vote of respect, and that the Secretary of the Faculty be instructed to enter the Minute into the permanent records of the Faculty and to send copies of it to members of the immediate family.”

Memorial Minute

Lorrin Andrew Riggs, Emeritus Professor of Psychology

May 6, 2008

Lorrin Andrew Riggs was born 11 June, 1912, in Harput, a largely Armenian village in eastern Turkey where his father, an American missionary, had served as the last president of a small academy, Euphrates College. His early youth was spent in the Middle East, primarily in Lebanon. The family returned to America in 1921. Lorrin attended public schools in Melrose, Massachusetts, and Dartmouth College where he concentrated in psychology supplemented with considerable course work in physics and electronics. He took his graduate work at Clark University with Prof. Clarence Graham, who later moved to Brown along with several colleagues, including Walter S. Hunter. After a National Research Fellowship in medical physics at the University of Pennsylvania, he served as an instructor at the University of Vermont. Lorrin first came to Brown in 1938 as a researcher, on leave from Vermont. At Graham's invitation, he returned to Brown in 1941 to do military research supported by a contract from the National Defense Research Committee. With the exception of sabbatical leaves, he remained at Brown his entire career. He became Professor of Psychology in 1951 and was made the L. Herbert Ballou University Professor in 1960. He retired in 1977 as the Edgar J. Marston Professor of Psychology. For over a decade following his official retirement he remained active in research, publishing over 30 papers with graduate student and post-doctoral fellows. He spent the last 18 years in quiet retirement in Hanover, N.H., near his alma mater and his beloved White Mountains. After the death of his wife, Doris, in 1992, he married Caroline Cressman. Lorrin Riggs died on April 10, 2008 in Hanover. He was 95. In addition to his wife, he leaves two sons, Dwight, of Phoenix, Arizona, and Douglas, of Newport, R.I.

Lorrin's interest in visual psychophysics and physiology encompassed the theme of understanding the visual process in the broadest terms - from the initial action of light on the eye, to the activation of brain activity, and (finally) to the resulting perceptual events. Research topics included (to name just a few) sensitivity to light, color discrimination, dark and light adaptation, stereoscopic vision, depth perception, eye movements, night blindness, refraction, pattern vision, color aftereffects, eye blink, phototherapy, juvenile optic atrophy, and (his first paper) synaesthesia - the sensation of color that some associate with sound. To examine such a diverse range of phenomena he devised or refined numerous experimental techniques including psychophysical testing procedures, recording of electrical events from retina and cortex, and highly refined measurements of eye movements. Although most of his work involved human observers, he occasionally used other species such as the rat, the frog, the pigeon, and the horseshoe crab. Thus the body of his work covers many visual phenomena and an array of procedures, and techniques. There is no doubt, however, that he will be best remembered for the many important results that issued from his use of the contact lens in vision research.

Early in Lorrin's career at Brown, he devised a way of mounting a small electrode on to the large, scleral contact lenses available in the early 1940's. The excellent electrical contact made with the front of the eye allowed for the recording of the retina's response to light - the electroretinogram. Using this novel technique Lorrin made extensive studies relating the electric signals to psychophysical effects. His work instigated an enormous interest in electroretinography as a research tool and resulted in its development as a widely-used clinical technique for studying and evaluating various eye diseases, such as retinitis pigmentosa and age related macular degeneration. He also found another important use for the contact lens in vision research.

The contact lenses of the time were quite different from the small, thin, flexible ones in use today. They were rigid, they covered the whole front half of the eye, and they were extremely tight fitting. Once in place, they did not shift. When the eye moved, the lens moved too, with no slippage. Lorrin devised a way to embed a small mirror in the lens so that the movements of the eye could be accurately observed. The resulting papers were an important factor in establishing the measurement of eye movements as an important tool in understanding various aspects of perception and attention. The ability to precisely monitor eye movements suggested to Lorrin a kind of reverse experiment: what if a visual target could be viewed via the contact-lens mirror to counter the retinal image displacements that normally result from eye movements - even when fixating as accurately as possible? The answer was simple: stabilizing the retinal image causes visual perception to fade, i.e., the disappearance of objects from the field of view. This finding has been shown to reflect a basic feature of vertebrate vision: the tiny fixational eye movements induce activation of retinal cells that are not merely necessary to maintain perception, but to define the very contours that make up our perception of objects.

The large number of high quality papers, on a wide range of topics, and the development of several novel techniques brought Lorrin many prestigious honors. He was awarded the Howard Crosby Warren Medal from the Society of Experimental Psychologists in 1957, the Fiedenwald Award from the Association of Research in Ophthalmology in 1966, the Tillyer Medal (for vision research) from the Optical Society of America in 1969, the Prentice Medal from the American Academy of Optometry in 1973, the Distinguished Scientific Contribution Award from the American Psychological Association in 1974. In 1982 he was awarded the Frederick Ives Medal, which is the top award across all research areas, from the Optical Society of America. In addition, he received a Guggenheim Fellowship in 1971, the Craik Award from Cambridge University in 1971, the Williams James Fellowship from the American Psychological Society in 1989, and the Presidential Medal from Dartmouth College in 1991. In 1961, he was elected a member of the National Academy of Sciences. He was especially pleased to be given an honorary degree of Doctor of Science by Brown in 2001. He was generous in the time he devoted in various capacities to scholarly and professional organizations, including the American Academy of Arts and Sciences, the American Psychological Association (President Of Division 3, 1962-1963), the Eastern Psychological Association (President, 1975-76), Optical Society of America (Director at Large, 1977-79), American Association for the Advancement of Science (Vice President , 1965), Psychonomic Society (Board of Governors, 1967-72), Association for Research in Vision

and Ophthalmology (President, 1977), and member of the National Advisory Eye Council (1975-79).

Lorrin's career was immensely successful, with over 90 research articles, another 3 dozen reviews and commentaries, numerous book chapters, and scores of honors. These achievements alone would have been enough to attract a large number of co-workers. But there was more: by all accounts he was one of the most pleasant and agreeable persons imaginable, whether mentor, friend, or colleague. Many descriptions come to mind: considerate, gentle, steady, patient, reliable, and (certainly) humble. But, he was also a shrewd judge of character and could sometimes surprise with a certain directness. Perhaps his most defining characteristic, as a scientist or as a person, was a quiet honesty. In his time at Brown, Lorrin Riggs mentored 37 successful Ph.D. students, around a dozen post-doctoral associates, and had more than five dozen co-authors. His influence on vision research was, and remains, immense.

“Madam President, I move that the Faculty adopt this Minute by standing vote of respect and that the Secretary of the Faculty be instructed to enter the Minute into the permanent records of the Faculty and to send copies of it to members of the immediate family”