

Minutes of a Faculty Meeting April 5, 2011

The meeting was convened at 4:02 p.m., and both the conventional motion to adjourn no later than 6:00 p.m. and the minutes of the meeting of March 1 were approved without dissent.

Professors Valles and Reginster delivered memorial minutes for our late colleagues, Hendrik Gerritsen, Professor Emeritus of Physics, and John Ladd, Professor Emeritus of Philosophy. The Faculty approved the memorial minutes by a standing vote of respect.

Professor Garcia Coll wished the Faculty “Buenas Tardes” and outlined highlights of FEC considerations following the work on tenure issues, including arrangements for a part-time, possibly emeritus appointment to the position of ombudsperson to begin July 1; motions for the May meeting concerning the coordination of CFED and TPAC actions in the light of revised tenure; the continuing discussion of IRB issues, for which she invited faculty comments; follow-up with departments on the issue of foreign language certificates, with a report to the Faculty in May; the Fora on Executive Professional Education and ROTC; informational meetings with junior faculty on tenure procedure revisions; the survey of the Faculty on calendar changes.

Professor Rakowski (Community Health), reported as President of the Faculty Club on the opening of the Emeriti Lounge, thanking the Provost and the Dean of the Faculty for their support of the project, completed with the collaboration of the Committee on Faculty Retirement and the Elderbears, and welcoming the presence of all faculty members, retired, not retired, and yearning to, at an opening reception for the Lounge scheduled to follow the close of the May 3 Faculty Meeting.

Professor Garcia Coll introduced Professor Fox Wetle, Dean of Community Health, to present the motion appearing as item 5 in the Agenda. Dean Wetle introduced the chairs designate of the department whose creation is proposed in the motion, which reads:

MOTION: The Faculty acknowledges receipt of the report from the Academic Priorities Committee endorsing a proposal to create new Public Health Departments in Behavioral and Social Sciences, Biostatistics, Epidemiology, and Health Services, Policy and Practice. The Faculty recommends to the President and Board of Fellows that these new departments be established.

Dean Wetle noted the substantial growth of the programs concerned and the information available at the link listed on p. 26 of the Agenda. The motion carried without dissent.

Professor Garcia Coll introduced Professor Lee, chair of American Civilization, to present the motion numbered 6 on the Agenda:

MOTION: The Faculty acknowledges receipt of the report from the Academic Priorities Committee endorsing a proposal to change the name of the Department of

American Civilization to the Department of American Studies. The Faculty recommends to the President and Board of Fellows that the name of the Department of American Civilization be changed to the Department of American Studies.

Professor Lee summarized the simple reasons for the long contemplated and discussed change in nomenclature—a better fit with the field as it is currently constituted and a better reflection of the broad inter-disciplinary of departmental work. There was no discussion, and the motion carried without dissent.

Stating that her report contained only one item, President Simmons delivered the following: I am pleased to tell you that we have succeeded in attracting a highly qualified scholar and administrator as the next provost at Brown. Mark S. Schlissel, M.D., PhD, who is currently Dean of Biological Sciences at the University of California, Berkeley, has been named 11th provost of Brown, effective July 1, 2011. A graduate of Princeton University (B.A., summa cum laude, 1979, bio-chemical sciences), Schlissel earned his M.D. and Ph.D. at Johns Hopkins University School of Medicine in 1986 in physiological chemistry. He did his residency training in internal medicine at Hopkins Hospital and conducted postdoctoral research as a Bristol-Myers cancer research fellow under David Baltimore at the Massachusetts Institute of Technology, Whitehead Institute.

Mark began his independent research career at the Johns Hopkins University School of Medicine in 1991, where he earned a number of awards and fellowships for his research and teaching. He moved to the Department of Molecular and Cell Biology at the University of California-Berkeley in 1999 as associate professor, advancing to full professor in 2002. There he has taught undergraduate and graduate courses in immunology as well as a large introductory course in biology for life science majors.

Dean Schlissel's research has focused on the developmental biology of B-lymphocytes, the cell type in the immune system that secretes antibodies. His work has led to a detailed understanding of genetic factors involved in the production of antibodies and how mistakes in that process can lead to leukemia and lymphoma. He is the author or co-author of nearly 100 scientific papers. Marc began his administrative service in 2001 when he chaired his department's graduate admission committee. After serving as vice chair of the department for five years, he was named dean of biological science, a position that he holds today. Nationally, he has served as member (2002-04) and chair (2004-06) of the Immunobiology Study Section at the National Institutes of Health and currently serves as a member of the Howard Hughes Medical Institute's Scientific Review Board. Schlissel was elected to the American Society of Clinical Investigators in 1998 and has been a member of the American Association of Immunologists since 1992. He has an active research laboratory at Berkeley.

President Simmons remarked, "I had an opportunity to explore with the Berkeley Chancellor, Provost and others how able Mark would be to embrace the broad mission of the university with special care, attention and respect for all academic divisions. They assured me that his vision was sufficiently broad and his academic temperament sufficiently generous that he would be excellent in this broader role. He has studied the

Plan in depth and is excited to be able to take up where David leaves off in realizing its goals at the highest level. Over the next several weeks, Mark will travel to Brown to meet with additional members of the community and to begin working on a transition plan with David Kertzer. David and Mark know each other and I expect that this will make for an especially smooth transition. I am personally very excited to be able to work with Mark and believe that he will bring excellent values and an energetic approach to this position. I want to add that I am especially grateful to David Kertzer for his assistance in meeting with Provost candidates and answering their questions about the scope of this position at Brown. Mark and his wife Monica Schwebs, an environmental and energy lawyer with a large national firm, have four adult children, one of whom is expected to be a member of the Class of '15 at Brown. I want to acknowledge the terrific work of the search committee in screening candidates, asking very demanding questions and reaching amazing unanimity in their recommendations to me. I want to acknowledge also that we had superb internal candidates who, having been nominated for the position, discussed with the committee their insights about Brown. The selection committee included Wayne Bowen, Melani Cammett, James Dreier, Karen Fischer, Andrew Foster, Ralph Rodriguez, and Jimmy Xu. Three students also served on the committee: Heather Lee, president of the Graduate Student Council; Sunil Hebbbar, president of the Medical Student Senate; and Diane Mokoro, president of the Undergraduate Council of Students. The committee was staffed by Russell Carey, senior vice president for corporation affairs and governance. Asked why anyone would accept this job, President Simmons answered that being a Dean at UC Berkeley was a form of torture. As Berkeley has undergone administrative and budget restructuring, Schissel has taken on a major role. He believes passionately in the mission of great universities. He has expressed an affinity for places like Brown, perhaps remembering his undergraduate years, and for the cultural force of the Plan. Chancellor Bob Birgenau of Berkeley reports that now only 17% of the budget is supplied by the state, and Schissel confirms that he would prefer to work at a private institution. In response to a question about Dean Schissel continuing his research, President Simmons stated that this matter is under consideration. He remains committed to individual students who must be taken care of in the transition; a lab may be set up here for either the short or long term as he determines how to make the choice. Asked if Schissel's research would represent an area of programmatic expansion, President Simmons stated that she thought Schissel would represent the broad interests of the University as an administrator rather than a bias towards the sciences. Asked if Schissel showed any awareness of our recent tenure discussion, President Simmons said, you'd be surprised, and that she had heard from the top administrators at competitive institutions that everyone has their own stories to tell, tenure discussion not being unique to us. She believes this shared narrative to stem from faculty quality being the single most important issue for the future of an institution. Asked how Schissel as an outsider would come to know the faculty and of underlying issues and approaches, Simmons stated that she should have liked him to be present at this meeting, but he will be here in multiple venues as soon as possible. He intends to give a lecture. He has much to wrap up before his departure. She anticipates that he and the FEC will be seeking suggestion for shaping opportunities for meeting and meaningful conversation. She believes that we will be him articulate, persuasive, and scholarly looking. Asked about that look, she responded that he has a beard.

Provost Kertzer delivered what he characterized as a few words from our old Provost, commented that he wished he had known about the beard, and offered his congratulations to Dean Schlissel. He also offered congratulations to the departments of the School of Public Health and to the newly named department of American Studies and thanks for the years of hard work that these changes represent; Public Health having grown from a modest program into a booming enterprise. He informed the faculty about transitional plans to phase in the new tenure policies for those in place with the option of an additional year in the term of the assistant professors who wish to extend. He noted the work of the Committee of ROTC and the forthcoming Faculty Forum, as well as recent press about similar issues at other institutions. As information is being gathered, the Committee, chaired by Katherine Bergeron, has been compiling a list of frequently asked questions, which will be available, along with other information, on the website of the Committee. Dean Bergeron stated that the Committee has been studying the undergraduate poll and the alumni survey but that no faculty survey is planned. She expects that the report of the Committee at the May 4 meeting will indicate possible directions for us to take. Provost Kertzer also announced the regularization of a heretofore unsystematic system of awarding sixth-year funding for Ph.D. candidates undertaken by the Graduate School: funding will now be merit based and vetted through an orderly and clear process. The Provost then made the happy announcement of the awarding of Wriston Fellowships to Assistant Professor Nancy Khalek of Religious Studies.

Professor Valente (Portuguese and Brazilian Studies) apologized for threatening a longer meeting with a question, that being the longstanding Corporation concern with athletics and what he believed to be the formation of a committee charged with changes in the athletic program. Team athletics involve 20% of the undergraduate population; a percentage that rises when physical education and exercise are taken into account. He was thus surprised to find an aura of secrecy surrounding the formation of this committee and its charge; some colleagues were surprised to find that Professor Valente himself was not serving on it. President Simmons, since she acknowledged the formation of such a committee as her doing, responded by saying her reasons for doing so go back to the deferral of athletic matters in the course of the organizational review, as suggested by Dean Bergeron and Provost Kertzer. Many factors suggested that any across the board cuts would be difficult given issues unique to this important. Brown offers the largest number of teams in the Ivies with the smallest budget; athletics involve major equity and compensation issues; and Brown for related reasons faces more title 9 problems than its peers, having to respond under a consent decree. Nonetheless athletics must still be considered in the context of the central academic mission. The Corporation wanted to be educated. Some of the education involved data that involved some degree of discretion if not secrecy: such as the academic index of our athletes in relation to the overall academic index. There were questions about the strict requirement of the Ivies on admissions and our under spending. These matters, she stated, are not simple, and they arouse strong feelings about athletics in general and about individual sports. Given these concerns, she formed the present committee, which includes two coaches, two student athletes, Professor Chudacoff as the faculty NCAA representative, the chair of the alumni advisory committee, and an administrator, having to present to the campus a summary of

information and a plan. This work is controversial but necessary. In the Ivies the raising of the financial aid packages by Harvard, Yale, and Princeton has created the most divisive issue in the League, and it is difficult for us to respond. The fear that better financing of aid packages will lead these three universities to run away with every championship is deeply painful to many people, and felt most deeply by student athletes themselves. Richard Spies remarked that a report could be expected from the Committee within a couple of weeks. Beverly Ledbetter spoke to questions about Title 9 issues by explaining the complexity of balancing the numbers of players and teams by gender. Brown was an early leader in expanding opportunities for women athletes, but meeting the needs of all athletes while maintaining proportionality among players among 37 teams is a difficult task. President Simmons also commented on challenges of maintaining proportionality among male and female athletes while also confronting differing numbers and finances in the nature of differing sports. In response to questions, she also commented on the intense interest at Brown and in the Ivy League about athletic brain injuries. Dean Marsh also commented on interest in the risks of concussion, especially successive concussion, which some players like him have by good fortune survived. Beverly Ledbetter responded to questions about guidelines for coaches about the withdrawal from play of players at risk by stating that Brown's policies were in advance of those of the NCAA.

Professor Gutmann, Vice-President for International Affairs, reported on the work of his office. Gutmann stated he was grateful for an opportunity to review issues after having been appointed a year and a half ago. He reviewed the three basics of internationalization; that Brown students should learn widely and deeply about history, cultures, societies, and languages from around the world; that Brown should attract the top faculty and students from around the world; and that Brown should be renowned throughout the world as a leading research university. Given that Brown has been global for some time, he intended to report today upon what we are now doing differently. The mission being developed is to link global challenges like infectious disease or climate change and academic goals. Having grown up just north of here, Gutmann stated, he was palpably aware of the dangers of complacency. We must continue to strive towards solving global challenges and thus contributing to academic goals, towards raising Brown's global visibility in the press through faculty research. Some results show. Undergraduate and graduate international applications are up as we attract top students from around the world, with extraordinarily large numbers from the People's Republic of China for example. As many as 700 or just under half the total pool are from the People's Republic of China. The task force on area studies cautioned against a helter-skelter approach and urged the fostering real intellectual centers. Thus, over the past years, the goals have been: to establish the office, develop mission, policy, inventories: who does what and where? --to identify regions and themes --to work in key areas like Brazil, China, India (and then second ring in, e.g., Turkey, Mexico, S Africa) --to look thematically at what is going on in global environment, health, humanities, building on existing and significant global research and exchanges, strengthening core faculty and curriculum and creating new links with top institutions around key themes and in selected disciplines. One such example would be the Chinese University of Hong Kong, with the Brown-CUHK Forum (seeding faculty research); Chinese language instructors (from

CUHK at Brown); Cultural Heritage Summer School in Providence and Hong Kong; Undergraduate research program (Physics Department); Graduate student Exchanges in Sciences; Graduate Arts-related internship in Providence and Hong Kong, and Brown + 1 (involving Brown undergraduates). The Brown in Translation Project and the Brown International Research Institutes are also exemplary. The Year of China is an important initiative. All of our peers are actively establishing global embassies. Our global reach must leave global footprints. We must expand our presence in key regions in decisively tangible ways. Thus the office works with the Provost and the Deans of the Faculty and the Medical School to assess existing faculty in international subject areas, advise on decisions about searches and appointments; to strengthen existing centers and programs relevant to internationalization; on International focus possibilities in Urban Studies, Environmental Studies, Public Health; on the proposal on value of publications in languages other than English for tenure and promotion. The office is working with the dean of the college and the dean of the graduate school to develop structures to facilitate expanded options for graduate and undergraduate student international experiences; to facilitate the Mexico grad student exchange; to promote M.A. programs linked to international studies; to create transcript acknowledgment for foreign language and culture studied; to foster undergraduate internships and other summer opportunities; to promote dual/joint degree possibilities. Other opportunities are being explored with the vice-president for research such as seed grants and support of continuing research. Many other campus opportunities can be seen on the Internationalization website.

Professor Rosen questioned the preference for Brazil, India, and China over say, studies in and of Africa. Professor Gutmann cited the coordination of 700 faculty members and more than 7000 possible directions and how to make choices; to shortchange a major area like China at this time would make our students. Discussion focused on the opportunities and dangers of focusing academic planning upon what Professor Rosen termed a geopolitical and economic forecast of future strengths. President Simmons stated that this not the model and acknowledged the need to develop programs across areas and regions.

Professors Kosterlitz and Kraemer presented reports and invited questions on the Committee on Faculty Equity and Diversity and on the University Resources Committee, referring to documents attached to the Agenda. There being no Old Business or New Business, the meeting was adjourned at 5:29 p.m.

Respectfully submitted,

Stephen Merriam Foley
Secretary of the Faculty