

Minutes of the Faculty Meeting

September 3, 2008

The meeting was called to order at 4:08 p.m, and the minutes of the meeting of May 3 were approved subject to minor corrections. Professor Dreier spoke for the FEC, acknowledging the accomplishments of last year and looking forward to issues anticipated and unanticipated. He signaled the presence of Past Chair Ruth Colwill and Vice Chair Gerald Diebold, and he welcomed the faculty to this meeting, looking forward to their presence at meetings to come. This year the FEC plans to address a cluster of issues involving TPAC: 1) the implementation of the new policy for the promotion from associate to full professor, 2) the consistency of the deadlines and procedures in the Faculty Rules with those in the Handbook for Academic Administration and with actual practice, 3) improving communication between TPAC and department/promotion committee chairs to correct a perceived lack of transparency in process. Another concern will be to work on IRB policies to see how to prevent clearance of research involving human subject from being a delay and a stumbling block to timely research. Following the external salary review last year, the FEC this year will examine the internal data for issues of equity and diversity. Other probable issues are: an expedited proposal for the granting of tenure in the Watson Institute, a separation of Neuro-Surgery from Neuro-Science, and amendments to the grievance process to allow for appeals, a matter which fell out of the process in the re-creation of the Grievance Committee. Professor Dreier issued a friendly invitation to all to participate in committee work, citing vacancies of the newly created Committee on Faculty Equity and Diversity (CFED), which is charged with representing “the Faculty in personnel issues such as compensation, benefits, leaves, equity, diversity, and advancement.” Professor Dreier closed with an invitation to all to serve, reminding the faculty of the possibility of self-nomination and signaling welcome to thoughts and comments submitted to the FEC.

President Simmons expressed her thanks to the FEC officers for laying out an agenda for the year and offered her congratulations to them for the implementation of the CFED. She gratefully acknowledged the work that the Facilities leadership and team as well as Beppie Huidekoper and her staff have accomplished over the summer to make sure that we can open the year with much of the construction and physical improvements completed. Only those who were here this summer can appreciate how extensive that work had been and what it has taken to get the campus put back in some reasonable order for the start of the year. Much of the disorder that you see will be completed by October, with the exception of major building projects that are just beginning. She invited the Faculty to visit the renovated J. Walter Wilson. In reviewing the ups and downs of the economy and their consequences for, given the planning cycle for, she reported that business has continued as usual for the most part.

Facilities projects proceeded. The first major renovation cycle for classrooms was undertaken, equipment was purchased, and major building projects are still planned. There is substantial lead-time for implementation of such projects, with financial planning to a fair degree of precision, and, as of now, no changes in plan have been needed. If the economy does not begin to recover, endowment returns prove less robust, and fundraising opportunities lessen, there is bound to be some effect on the campus in a wide variety of areas. Announcing a prudent course of trying not to over commit and keeping projects well in sight and in scale, President Simmons stated that the Faculty will be hearing more about this but that now there are no

announcements to make about further budget measures to be taken. Requests for preponements of faculty positions have been declined as signaled by Rajiv in June. There will be somewhat fewer searches than last year and a subsequent smaller increase in net faculty size for Fall 2009. This is a result of having fewer PAE positions left to fill, and declining many requests for preponements in light of financial uncertainties. The Campaign last year met fundraising targets in spite of the uncertain economic picture, achieving a fiscal year-end total at June 30, 2008 of \$1,240,604,981 (one billion two hundred forty point six million dollars) or 88.6 percent of the Campaign's \$1.4 billion goal. The University raised \$239.3 million in new gifts and pledges in the fifth consecutive year that Brown has raised over \$200 million in new gifts and pledges. Cash gifts amounted to \$177.6 million, the second highest total in Brown's history (second only to FY 2007's \$183 million). Of that \$177.6 million in cash, \$62.3 million was raised for P AE endowment; \$42.5 million for capital projects (facilities); and \$41.6 million in unrestricted cash. These amounts exceeded the \$140 million cash goal in the PAE budget model by \$6.4 million. The Brown Annual Fund (BAF), which is the principal source of unrestricted cash gifts, had its 12th consecutive record year, raising \$35.1 million from 33,496 donors. In terms of reunion giving, six (6) classes raised more than \$1 million in unrestricted cash for BAF, including the 50th reunion class (1958) for the first time ever for a 50th reunion at Brown. A total of five classes--1953, 1958, 1968, 1973, and 1988--set reunion giving records to the Annual Fund. And the graduating Class of 2008 attained an incredible 72 percent participation. The Brown University Sports Foundation (BUSF) also had a record year, raising \$3,557,420 in annual current-use cash for the Athletics Department, an increase of 19 percent over FY2007. The Brown Medical Annual Fund set a new record of \$770,000, which was a seven percent increase over the previous year. The Campaign is on a strong trajectory to exceed the \$1.4 billion goal before June 30, 2009, some 18 months ahead of its December 31, 2010 end date. President Simmons thanked all for generous contributions to the Campaign and the annual fund in particular. She acknowledged Ron Vanden Dorpel's and Neil Steinberg's leadership and the hard work and dedication of the advancement staff. That the Campaign remains on target is due in large part to the success they and our volunteers have had. Reviewing the PAE, President Simmons stated that the URC has been asked to think through the goals set and how to deal with many of the concerns raised by Congress and other policy makers about the use of endowment revenue, tuition increases, and financial aid. At a recent Cabinet retreat, discussion of a number of major questions was based on the very good information received through the PAE review. The President expects that we will return repeatedly to what we learned last year during the review as we work our way past the financial hurdles and through this next phase of the plan. Since many undoubtedly saw the new US NEWS ranking that appeared recently where Brown is listed in 16th place, in roughly the same company as the previous year, President Simmons stated that while this ranking is not the measure of how we are doing, it tells us how much we have to do to remain competitive with some very good universities. Even in difficult times, it would be a mistake to relax the kinds of investments needed in support of academic programs. The University will be threading its way through this period with an eye on continuing to look for opportunities to support and improve the performance of academic programs. Finally, the President welcomed new faculty and administrators to Brown, acknowledging the new Dean of Medicine and Biology, Ed Wing; and Karen Davis, Vice President for Human Resources. She also congratulated those promoted into new roles: Margaret Klawunn, Vice President for Campus Life; Russell Carey, Vice President for Risk and Corporation Affairs; and Marisa Quinn, Vice President for Public Affairs and University Relations.

Provost Kertzer turned to the rapidly changing environment of Admissions and Financial Aid, which puts us in an ongoing change mode. The most recent policy allows for parents with total incomes of less than \$60,000 and who have assets less than \$100,000 to make no parent contribution.

Parents with incomes less than \$60,000 and have assets greater than \$100,000 will have an expected parent contribution from their assets only.

Loans in the initial financial aid package were eliminated for students whose families had total incomes less than \$100,000 and loans were reduced for all other income categories. Twenty major competitors have eliminated all loans. The new initiatives have assisted a large number of families.

Last year, only 12% of all aided students had parent contributions from income that was equal to zero. This year that percentage increased to 34%

The percentage of students that did not receive loans in their initial financial aid packages increased significantly. Last year only the Frank Scholars received financial aid packages with no loans. This year 61% or 1,479 students received aid packages that did not include loans.

This doesn't mean that students will not borrow; it means that they are not required to borrow to meet the basic cost of education. The intersection our new policies and those of other institutions has created a volatile climate, resulting in the well-reported excess in first year enrollment. Expecting that the dropping of early admission at Princeton and Harvard and the changing financial aid picture would put pressure on Brown, more first years were admitted than usual. But it turned out that Harvard, Yale, and Princeton had lower than expected yields and turned to their waiting lists, and Brown's yield remained steady, leading to an excess of fifty students.

Dean Bergeron reported that she had called upon more faculty and deans to participate in the Faculty Advising Program, yielding 270 advisors, an increase of some seventy.

Dean Klauun signaled the difficulty of assigning to surplus first years to existing units, and the subsequent need to appropriate housing used for sophomore and juniors who were given off-campus permission and to convert temporary housing in lounges.

President Simmons asked what expectation for admission would be for next year, and Director of Admissions James Miller replied that we would continue to monitor the financial aid changes and try to read the track record. President Simmons noted that Ivy League presidents had encountered increased anger from parents and students rather than gratitude for the increased financial aid packages.

Professor Simmons presented a motion on behalf of the Nominations Committee:

Nominations recommended to the Faculty for committee appointments to be effective immediately:

Medical Faculty Appointments (Committee on)

David Berson (Neuroscience) replacing Richard Gould (Anthropology) to 6/30/11

Tenure, Promotion and Appointments Committee (TPAC)

Julio Ortega (Hispanic Studies) replacing Massimo Riva (Italian Studies) to 6/30/09

Oded Galor (Economics) replacing Philip Leis (Anthropology) to 6/30/09

The motion carried.

Inviting the Faculty to the opening reception at the President's House, President Simmons recalled that she is usually surprised to arrive there and discover about 100 people already eating and drinking.

The meeting was adjourned at 4:54 p.m.

Respectfully submitted,

Stephen Merriam Foley
Secretary of the Faculty