

Faculty Executive Committee Meeting
Minutes
Tuesday, May 11, 2004

Present: William Beeman, Michel-Andre Bossy, Mary Ann Doane, James Egan, Constantine Gatsonis, Andrew Brem

Guests: Mary Fennell

The meeting was called to order at 3:10 p.m. Professor Bossy acted as Chair for Professor Fausto-Sterling who was not able to attend today's meeting. Minutes of the 4/20/04 meeting were approved as submitted.

Professor Bossy gave a report on the FEC officers meetings with the President and Provost that focused mostly on processes of promotions this year especially to tenure. Both President Simmons and the Provost were candid about information discussed, and the Provost mentioned how he has been interacting with the Tenure, Promotion, and Appointments Committee (TPAC). TPAC procedures were discussed at length with both the President and Provost which will be an item for discussion on an FEC agenda in the fall. Various searches for senior administrators were discussed, and it was mentioned that there will be important announcements made after the Corporation meeting later on this month.

The FEC discussed annual reports from the Committee on Grievance and the Human Resources Advisory Board (HRAB). The FEC would like to see a more elaborate report from the Committee on Grievance and will invite Professor Stratt to an FEC meeting in early fall. There was discussion about the statistical portions of the HRAB report and the overlap of benefits between staff and faculty. It was suggested that the HRAB be encouraged to communicate with the Faculty Affairs Committee. The FEC decided to postpone approval of the written report until Walter Hunter and Lewis Lipsitt are invited to an FEC meeting in the fall for a discussion.

Dean Mary Fennell was invited to discuss the report from the Committee on Faculty Reappointment and Tenure (ConFRaT). She presented a series of tables outlining ConFRaT's actions for AY 2001-01, 2001-02, and 2002-03, the most recent years for which complete statistics were available. She noted that AY 2003-04 actions could not be reported on yet because TPAC is still working on them. Of particular interest was the fact that during the last year of ConFRaT, the Committee reviewed 27 more cases many of which were internal promotions to associate professor with tenure. This was an increase of 41% compared to 2001-02. She also reported on the demography of the faculty which is not required but should be made known to the faculty and administration.

Discussion ensued with regard to ConFRaT and TPAC procedures. Dean Fennell noted that TPAC seems to be working well as an independent voice of the faculty. She reminded the FEC that TPAC's operation was to be examined after one full year of operation next fall. Dean Fennell noted that there will be stable data from 2003-04 and next year, there should be a significant increase in numbers especially with minority hires. The ConFRaT report will be included on the October faculty meeting agenda, and the FEC thanked Dean Fennell for an informative report.

Dr. Andrew Brem, MFEC Chair, asked for the FEC's advice on a proposal to offer voting rights to medical faculty in the clinical educator track. He described the various medical faculty tracks so the FEC would understand them and also how the new clinical educator track evolved over

time. Dr. Brem believes that people in this new track should have some recognition other than in name only, such as voting privileges.

Discussion ensued with regard to other types of recognition in teaching, such as rounds rather than classes, and the status of TA's, adjuncts and lecturers in comparison to medical faculty in the clinical educator track. A suggestion was made to get people in the clinical educator track involved in serving on medical school committees. The general consensus of the FEC was favorable, and it was noted there would need to be a change in the Faculty Rules and Regulations. Dr. Brem will present the proposal to all constituencies that might be involved in the issue which will most likely take up to a year to do. The FEC encouraged him to go forward with the proposal.

Under new business, Professor Beeman spoke briefly about a petition for a new program in South Asian and Middle East Studies which will be going before the Academic Priorities Committee (APC).

Professor Bossy thanked the members who were leaving the FEC after fulfilling their terms of office, and the meeting was adjourned at 4:40 p.m.

Respectfully submitted,

Cheryl A. Moreau
Secretary