

**Faculty Executive Committee (FEC)  
Meeting**

**January 26, 2010  
3:00-5:00 p.m.**

**Corporation Room, University Hall**

**Minutes**

Present: James Dreier, Lina Fruzzetti, Philip Rosen, Chung-I Tan, Thomas Lewis, Martin Maxey, Cynthia Loncar

Guests: Sheila Bonde, Beppie Huidekoper, Suzanne Stewart-Steinberg, Vince Tompkins, Valerie Wilson

The meeting was called to order at 3:05 p.m. A motion was made and seconded to approve the December 8 minutes after some amendments.

Professor Tan gave a chair's report. He and Prof. Dreier recently met with President Simmons and learned that a few complicated tenure cases are on the horizon. They will not necessarily come to the FEC but if anyone should need the advice of an Ombudsperson, it's possible that Prof. Tan will be contacted. The Organizational Review Committee (ORC) has submitted their recommendations to the President for FY 2011 budget recommendations. She will be revealing her thoughts about them at the February 2 faculty meeting and in a letter to the Brown Community the same day. VP Beppie Huidekoper will be reporting to the FEC on the ORC's recommendations this afternoon at 4:00 p.m. There was some discussion with President Simmons about the criteria for the Excellence Awards in Faculty Governance and the question of whether or not emeritus faculty should be considered for the award. Prof. Tan intends to continue dialogue about the award's criteria with the FEC and the Nominations Committee later this spring. At next Tuesday's faculty meeting, the Provost will report on the URC's recommendations to the President regarding the FY 2011 budget recommendations. A report from the ad hoc Committee to Review Tenure and Faculty Development Policies is expected to come to the FEC in March or April and a faculty forum will be planned for this as well. Dean Bergeron is very anxious to move ahead with the new teaching evaluation, so the FEC will work with her to develop dialogue on this with the departments. A proposal for a School of Engineering is going to the Academic Priorities Committee (APC) in February and then to a faculty forum in late February or early March. The CFED has submitted their recommendations for a retirement plan to the Provost. Parliamentarian Peter Richardson advised Prof. Tan that the APC should review the proposal to change the MD graduation requirement regarding the USMLE Step 1 exam.

Prof. Dreier reported that voting CFED members will be revisiting one negative tenure decision in February, a case they reviewed last year. There are several different elements to the CFED's recommendations for the retirement policy such as phasing out the early

retirement incentive to make healthcare more affordable. They propose using the money saved by eliminating the early retirement incentive to set up a healthcare retirement account. Older retirees would get a larger upfront sum of money than the younger ones. The new retirement policy is expected to be announced sometime in February.

Dean Bonde and Prof. Stewart-Steinberg joined the FEC for discussion regarding the Graduate Council's annual report distributed to the FEC with today's agenda. Dean Bonde gave a brief summary of the report. Highlights included the Graduate Council's approval of new and revised programs including a new five-year MD-MPH program, and their review of graduate programs and student petitions for extension of candidacy. Twenty-two new graduate courses were recommended for approval by the Curricular Review Subcommittee and were given final approval by the Graduate Council. Prof. Fruzzetti noted how impressed she is with how quickly new graduate proposals have been approved this academic year. The Graduate Council has streamlined the approval process, so Dean Bonde was pleased to hear it is working. Prof. Tan mentioned that when meeting with the Graduate Student Council (GSC) last fall, it seemed like the students were not in tune with how the Graduate School is structured. Dean Bonde was surprised about this since the GSC very often brings graduate students' concerns to the Graduate Council, and she often attends GSC meetings. It is her understanding that graduate student members of the Graduate Council report back to the GSC. Prof. Tan asked if anything has been done about summer support for graduate students. Dean Bonde has proposed to the University Resources Committee (URC) that a fourth summer of support be provided for constituents in humanities and social sciences resulting in a 12-month rather than 9-month stipend. The FEC thought this to be a positive step in the right direction. The Graduate Council's annual report will be presented at the February 2 faculty meeting.

The meeting was called to Executive Session from 3:45-4:05 p.m. to discuss nominations for the Excellence Awards in Faculty Governance.

Vice President Beppie Huidekoper and Deputy Provost Vince Tompkins then gave a power point presentation about the ORC and URC recommendations for the FY 2011 budget. Brown must find a way to shrink the E & G budget by \$30M, the ORC being charged with finding ways to cut \$14M. Next year, the total revenue is expected to increase by only \$15M. The URC/ORC recommendations were submitted to the President just before the winter break, and she has met with all of the ORC special teams since then. The President will share her plan with the Faculty and Brown Community on February 2. Every effort has been made to minimize the number of layoffs. More than 50% of eligible staff employees took advantage of the early retirement plan. Of the 3100 budgeted staff positions at Brown, 100 are currently vacant. The main focus of the ORC teams was to find ways to reorganize departments so they can function more efficiently and most had their own dollar target. Some positions will be eliminated as a result of the reorganization, but there will also be new positions created. Employees whose positions are terminated will have the opportunity to apply for one of the new positions and will receive preference in hiring. The URC has taken the ORC recommendations under consideration to figure out how to realign expenditures with revenues to meet the targeted

goals. Although significant cuts will be made, there will be a slight increase in faculty and staff compensation and financial aid, and money will be allocated to fund graduate student stipends and the undergraduate need-blind program. There will be a one-time increase to fund the launching of a new RA Program. The growth increase of faculty will remain the same next year as it is this year. VP Huidekoper pointed out that the number of faculty physically on campus has increased this academic year because there have been less opportunities for faculty to lecture outside the University. She noted that the Biomed revenues are not as dependent on the endowments as the E & G Budget is because of stimulus grants. Biomed's major priority is to focus on allocating more money to financial aid.

VP Huidekoper highlighted some of the ORC team's recommendations. The Academic Team is recommending a pilot program for an administrative service center, enhancing OSP to support increased complexity of grants, and continuing to review support for research activities. The Administrative Team proposes streamlining business processes and consolidating central staff in HR, Payroll, Controller's office and creating a consistent staffing model. The Advancement Team recommends preserving fund-raising positions while streamlining others and reducing operating expenses. The Athletics Team proposes to reduce operating expenses, reorganize administration and explore the possibility of reducing some varsity sports. The Auxiliary Services Team proposes increasing student housing and commencement/reunion housing fees, reducing food costs through menu engineering, and adjusting hours of various dining venues so that they operate at alternate times. The Events Management Team recommends a one-stop conference and events center which will handle all aspects of events planning at Brown. The Facilities Utilization Team would like to re-align custodial services and to centrally manage subcontracted services. The Graphics and Web Communication Team proposes to reorganize the design staff in Graphics and create a standard Web and Graphic Design while the IT Team recommends a standard desktop service and eliminating support for outdated technologies. The Library proposes reorganizing and retraining staff to respond to the changing demands for technological services in the libraries. Finally, the Student Services Team recommends consolidating program support for advising and re-distributing advising responsibilities. The Provost will be reviewing other areas of support initiatives not assigned to any particular team.

The ORC recommends an evaluation of all implemented changes in one year and that Brown engages in continuous organizational review in the future. It is anticipated we will not quite reach the \$14M reduction in expenditures this year. VP Huidekoper estimates it will be closer to \$12.6M. Next year we will have to look at how to increase revenues; revenue teams to be proposed to the Corporation for the next budget recommendation phase. VP Huidekoper would appreciate the FEC's help with the revenue enhancement phase when the time comes. Shortly after the Corporation meeting, the Brown Community will be informed of exactly what cuts will be made and where. President Simmons has voiced concern about the balance between the ORC and URC recommendations, and how it will affect students, staff, faculty and parents. The FEC thanked them for all their hard work and for their informative presentation and discussion.

Valerie Wilson had arrived by invitation to talk to the FEC about her new role as Associate Provost and Director of Institutional Diversity. The FEC congratulated her on receiving the Leadership Alliance Award. However, due to the late hour, the FEC apologized for running over and invited her to return when there would be more time to speak with her. She cheerfully accepted the invitation.

The meeting was adjourned at 5:03 p.m.

Respectfully submitted,

Cheryl A. Moreau  
Secretary