

**Faculty Executive Committee (FEC)  
Meeting**

**April 8, 2008  
3:00-5:00 p.m.**

**Corporation Room, University Hall**

**Minutes**

Present: Ruth Colwill, Chair; James Dreier, Vice-chair; Ann Dill, Past Chair; Albert Dahlberg, Svetlana Evdokimova, Chad Jenkins, Geoffrey Russom

Guests: Flora Keshgegian, Stephen Lasonde, Luiz Valente, Kristi Wharton

Professor Colwill opened the meeting at 3:05 p.m.

Professor Kristi Wharton, Chair of the Faculty Affairs Committee (FAC), was invited to discuss the Committee's annual report distributed with the agenda. Last year, the FAC reviewed its charge, faculty benefits and salaries, met with the Faculty Ombudsperson, discussed a child care report from Associate Provost Brenda Allen, and made recommendations for changes to the Faculty Travel Fund (FTF). The FAC proposes an increase in the maximum allotment for FTF to \$1,500 and that faculty be allowed to bank FTF awards across years to support one international trip. They suggest that money be allotted all at once instead of in two installments. Eligibility rules were deemed appropriate. The FAC agreed that it might be better to support child care for children of Brown faculty and staff at various local day care centers than continuing to operate the Taft Day Care Center. The FAC is interested in making some recommendations for the Tuition Aid Program.

The FAC also reviewed the report from the FEC's ad hoc Committee on a Scholarly Leave Policy for Research Faculty chaired by Professor Susan Miller. There are so many variations of research faculty responsibilities in departments from different disciplines that the FAC felt it would be inappropriate to recommend a uniform leave policy for (Research) faculty. Their consensus was that a more in depth study be conducted across all disciplines by a committee comprised of tenured and non-tenured faculty and not just research faculty. Perhaps each discipline or department could come up with their own policy for research faculty scholarly leaves that would fit into the financial structure of their own discipline or department. Discussion ensued whereby the FAC and FEC agreed that this is a financial issue clouded by a structural issue that needs to be addressed by the Administration. The FEC officers will discuss this with the Provost. Professor Wharton will present the FAC report at the May 6 faculty meeting.

Professor Luiz Valente spoke with the FEC on behalf of Professor James Green about the proposal to rename the Center for Latin American Studies as the Center for Latin American and Caribbean Studies. The Center had expanded its work to the Caribbean a

few years ago and received a four-year grant in 2006 to expand and enrich Latin American Studies at Brown. The name change is long overdue. The FEC feels it is a very worthy proposal. Professor Colwill will draft a motion to approve the name change for the Parliamentarian's approval. She will then forward it to Professor Valente for final approval and presentation at the May 6 faculty meeting.

Minutes of the March 11 and March 18 meetings were approved as submitted.

The FEC reviewed and approved a list of faculty names for replacements on three committees: Faculty Committee for the Campaign, Brown University Community Council, and the Committee on Nominations. If people say "no", Professor Colwill will ask for more names from the FEC. A slate of names will be presented at the May 6 faculty meeting.

Faculty Ombudsperson Flora Keshgegian discussed a draft Ombuds report which covered the general activities of the Office during its second year of the pilot program. 36 faculty used the office in the past 12 months presenting a wide range of concerns and issues. The FEC asked the Ombudsperson for suggestions about how to address the reluctance faculty have about taking steps to resolve the problems they bring to her Office. Dean Nancy Thompson has been notified that postdoctoral fellows may use the services of the Faculty Ombuds Office. The FEC thanked the Ombudsperson for her report. A final draft of the report will be submitted to the Office of Faculty Governance for presentation at the May 6 faculty meeting.

Professor Colwill reviewed the list of motions for the May 6 faculty meeting, many of which required amendments to the Faculty Rules and Regulations. Revisions were made to the Tenure, Promotion and Appointments Committee (TPAC) motion to which the FEC made several amendments. Professor Colwill will send the revised version to the Dean of the Faculty and Professor Martin Maxey, Chair of TPAC for comment.

Dean Stephen Lassonde presented the annual report from the Committee on Academic Standing (CAS). He reviewed the key issues in the written report distributed with the agenda including the investigation of how the general situation of under-represented minority students affects their academic performance, how the Dean's office should monitor students placed on Serious Warning, assessment of the advisability of accepting transfer credits from the Harvard University Extension School, and discussion of academic determination of transfer students. Efforts are being made to help support under-represented minority students who are in trouble early in the academic year. The Deans are making students aware of the various resources available to them when they are in trouble and are informing advisors of students if they appear to be hiding from their problems. The special needs of athletes and first-year students were discussed. The CAS takes all these issues very seriously. Dean Lassonde will present the annual report at the May 6 faculty meeting.

Professor Colwill gave a Chair's report starting with a summary of the FEC officers' recent meeting with the Provost to discuss the faculty's perception that tenure standards

were being raised. The Corporation wants to see that its investment is paying off and wants to know why tenure rates are higher at Brown compared to peer institutions. Brown needs to have a distinguished faculty to attract the best students. Concern was expressed by FEC that the goal of Brown should not be to become a mini Princeton and that discussion of tenure standards should not be linked to student admissions. What would Brown be like if we were to change the tenure standards? With so many questions left unanswered, the FEC decided to invite the Provost to their May 13 FEC meeting to continue this discussion.

The FEC will have a special meeting on 4/15. Marisa Quinn and Vice President Spies will join us for discussion of the FEC's timeline for input into the Plan for Academic Enrichment. Professor Colwill asked FEC members to review the FEC's report on the PAE and to prioritize its recommendations.

Discussion ensued about the FEC's pilot mentoring program. Based on feedback and previous discussions with FEC, Professor Colwill proposed that there be two programs, one for department chairs and one for all faculty. Mentors for department chairs would be drawn from senior and emeritus faculty nominated by their colleagues and supplemented by other emeritus faculty. Mentors for all faculty would be drawn from the pool of faculty who were nominated by their colleagues for the FEC pilot mentoring program. A list, updated annually with new nominees, would be made available online for faculty seeking a mentor outside of his/her department. Professor Colwill will talk to the President about funds to support these programs and ask the Committee on Faculty Retirement for assistance with running the mentoring program for department chairs.

The meeting was adjourned at 5:15 p.m.

Respectfully submitted,

Cheryl A. Moreau  
Secretary