

**Minutes for the Faculty Executive Committee (FEC)
Meeting
Tuesday April 10, 2007**

**3:00-5:00 pm.
Corporation Room, University Hall**

Present: Ann Dill; Chair, Robert Pelcovits; Past Chair, Ruth Colwill; Vice-Chair, Albert Dahlberg, Nancy Jacobs, Chad Jenkins, William Rakowski, Geoffrey Russom, and Jody Rich; MFEC Past Chair.

Guests: James Valles, Karen Fischer, Tom Webster, Tom Banchoff, Laurie Heller, and Steven Hamburg.

Professor Ann Dill opened the meeting at 3:05 pm. Minutes for the March 20th meeting were delayed for acceptance until the next meeting.

Professor Dill gave the Chair's report. The FEC officer's meetings with the President and Provost focused mainly on energy issues raised by recent discussions at the Brown University Community Council regarding a zero carbon-based emission footprint for the University. The Office of the Provost and the Dean of the Faculty are to take the initiative and co-ordinate proposals to bring the University within the perimeters set by the Kyoto Accord (1990 carbon emission base). The officers re-visited Departmental accounts with the Provost. Methods and incentives to recruit Faculty for service, especially in regard to the Nomination Committee, were discussed. The officers also discussed the follow-up to the Report on Slavery and Justice. An outreach program to reach underserved minorities and a memorial are proposals under consideration.

The Provost discussed the Faculty Leave policy with the FEC officers. The college accreditation process is beginning to get underway, with a focus on the undergraduate college and in particular on assessment of student learning. Many building projects around campus are in progress; in particular, the new Greenway between Pembroke campus and Lincoln Field, are moving forward. General discussion regarding pedestrian walkways or underpasses across/under Waterman and Angel streets concerned Faculty. Current plans do not provide for any changes in present street crossing. The Provost reported that 60% of approximately 1400 freshman applicants were admitted, 41% being persons of color. Applicants from Mainland China are up 15%-20%. The freshman class tips the balance from undergraduate B.A. degrees to B.S. degrees. Vice President Clyde Briant went to India to increase Brown's global profile.

Professor Rakowski reported from the Medical Faculty Executive Committee (MFEC) meeting of April 9, 2007. He served with MFEC Chair, Robert Smith, on a sub-committee to write a 3-themed draft statement about matters of MFEC concern. The

major topics in the Draft concern Tenure for Non-Brown paid Faculty, prospects for leave, and other benefits and perks.

Professor Colwill reported on the status of the Nominations Committee ballot. She suggests editing the current preference sheet to separate the heading, “Medical Only” from other text on the sheet. A quick glance at the current preference sheets could possibly mislead regular campus-based faculty from submitting a preference for Nominations. General discussion ensued to fine tune the Nomination process and make serving on this committee more attractive. Suggestions included more physical meetings and less emails or “virtual” meetings, increase in status, and timing for outreach to faculty especially during orientation.

Professor James Valles presented the Committee on Diversity in Hiring (CDH) annual report. Copies were distributed to the FEC membership. Some grammatical changes will be made and a revised copy will be re-submitted. The CDH reviewed monthly searches for Faculty for articulation of diversity goals. Also, the CDH reviewed Faculty Committee Membership for diversity. Data does not cover a long enough period to describe whether diversity in committees is a random variation or describes a long-term trend. The CDH also reviewed Negative Recommendations on Tenure. The CDH concluded that proper procedure was followed in the 3 cases reviewed. Voluntary resignations were examined for their overall effect upon diversity. Analysis of the resignations suggests that women voluntarily left the University consistent with their overall representation on the Faculty while minorities left at a proportion greater than their overall representation. Open to question is whether the cause of voluntary resignations comes most often after a faculty member receives an offer of employment from another institution. Anecdotal information suggests that in many cases department chairs have involved the Dean of the Faculty and others in these negotiations very late in the process. The CDH recommends that the Dean work with department chairs to devise a protocol for responding to the news of outside offers.

Further, members of the CDH, Committee on the Status of Women (CSW) and the Faculty Affairs Committee (FAC) held a joint meeting to discuss the possibility of merging the CDH and the CSW. Changes in administration, especially the creation of the Associate Provost and Director of Institutional Diversity, have changed the nature of the diversity work of faculty committees. CDH and CSW members discussed whether it would be more feasible to combine the recruitment and retention concerns under the guidance of one committee, and all in attendance at that meeting agreed with this suggestion. Currently members are exchanging views prior to a formal drafting of a proposal to merge the CDH and the CSW.

The Undergraduate Science Education Committee (USEC) presented a summary of ongoing efforts to improve undergraduate education in the STEM fields (science, technology, engineering and math). The USEC will further discuss these issues in a Faculty Forum, Petterutti Lounge, April 24, Tom Banchoff, moderator. Presenting the summary were Karen Fischer and Tom Webster. The USEC presented an outline of their work, methodology, and major points of interest. The scheduled STEM Faculty Forum

will explore issues and questions developed during the inquiry to date. A final report with recommendations will be submitted to the Academic Priorities Committee (APC). General discussion followed with several questions presented by the FEC members.

Professor Steve Hamburg reported for the Energy Advisory Committee. Hamburg announced a climate change in energy policy for the University with much room for improvement although Brown is very favorably comparable to its peer institutions. Long term goals are being developed to bring the University to a Kyoto Accord goal of carbon output to 1990 levels. Some retro fitting for existing structures is one strategy; others include “green” design in new structures, and some changes in existing physical plant, for example replacing incandescent bulbs with compact fluorescent bulbs. Initial expenses will pay off over time. Other issues at hand are largely community-based such as parking for staff. Considerable general discussion followed by the membership.

The meeting closed at 5:25 pm.

Respectfully submitted,

Leonard Moorehead
Secretary Pro-Tem to the FEC