

Faculty Executive Committee (FEC)
Meeting

May 9, 2006
3:00-5:00 p.m.

Corporation Room, University Hall

Minutes

Present: Bob Pelcovits, Chair; Ann Dill, Vice Chair; Albert Dahlberg, Svetlana Evdokimova, Donald Forsyth, James Padbury, William Rakowski, and Esther Whitfield.

Guests: Peter Weber

The meeting was called to order at 3:08 p.m. Minutes of the 4/25 FEC meeting were approved as submitted.

Professor Pelcovits gave a Chair's report. He is seeking final approval from Dean Vohra about the Dean of the Faculty's office sending e-mail death notices to faculty. This will remind department chairs to notify the Dean's office about faculty deaths in their departments which will enable memorial minutes to be scheduled in a more timely fashion. The Faculty Governance office is responsible for scheduling memorial minutes and will be copied on these e-mails.

Provost Zimmer is pleased with the process by which the Nominations Committee consults with him about APC and URC membership. He hopes the new Provost will continue with the current system. The Provost and FEC officers discussed whether or not the Nominations Committee should have the sole responsibility of finding candidates for TPAC. Perhaps the Dean or Provost should be consulted. The Provost is optimistic about the new Ombudsperson. The President is currently considering two worthy candidates for the position. Professors Pelcovits and Dill had the pleasure of meeting with Provost-elect David Kertzer earlier this afternoon.

Professor Padbury reported that Dean Adashi is conducting a search for an Associate Dean for Cross-Disciplinary Research.

Professor Weber, Chair of the Faculty Affairs Committee (FAC), was invited to give the FAC annual report. Professor Pelcovits thanked him for stepping in as Chair when membership problems were hampering the Committee during first semester. Last fall, the FAC discussed faculty salaries and surveyed the data for signs of inequity as to race or gender. They were pleased to have found none. In general, faculty salaries continue to converge with salaries at peer institutions. Much of the faculty salary data is now available to all interested faculty either from their department chair, Dean of the Faculty's office, or from Brenda Allen, Associate Provost and Director of Institutional Diversity.

The FAC focused this spring on developing a proposal for a new sabbatical policy for tenured faculty. The goal is to improve the policy so as to enable faculty to devote more time to research. There was considerable discussion with Dean Vohra on the subject, the current sabbatical policy being compared to those of other institutions. The faculty forum in February on the subject was very useful. Key features of the proposal include: (1) tenured faculty can stay with the current plan, or choose a second option; (2) in the second option, faculty are eligible for a semester of

leave with at least 70% pay after 6 semesters of teaching; and (3) when faculty opt for a semester of leave at reduced pay, the Dean of the Faculty's office will provide additional teaching funds to the department for hiring temporary teachers. The FAC plans to submit their final draft of the policy to the FEC early in the fall with the hope of implementing the new policy in time for academic year 2007-08.

Discussion ensued with regard to the logistics of the sabbatical leave policy. Phasing into the new policy will be a challenge, and we need to carefully strategize how to move forward with minimum shock to the system. There should be a concrete mechanism for making up the cut when taking sabbaticals so that teaching will not be hampered. It was noted that although more frequent sabbaticals will allow faculty more time for research, it will be more difficult for faculty with lower incomes to take a sabbatical because they cannot afford the cut in pay. The key is to enable as many faculty as possible to go on sabbatical while at the same time not hurting the departments. Fairness is important. Perhaps department chairs could be given more flexibility in managing sabbaticals in their own departments. It will never be a "perfect" policy, but we want it to be a good one.

The FEC suggested sending a draft policy to the department chairs for feedback before bringing it to the faculty for a vote to recommend its implementation. Professor Pelcovits will check with Russell Carey to see when would be the best time to submit the proposed policy to the Corporation. Professor Weber will be presenting the FAC annual report at the October faculty meeting.

The FEC spent the remainder of the afternoon discussing issues for the upcoming academic year and focused on prioritizing the list. Top priorities for next year include sabbatic benefits for research faculty and organizing a committee to do the research on this question. The committee would investigate the diversity of different ranks and how they are affected by fringe benefits. Hospital-based faculty should be recognized for their contributions to research and teaching. There are some faculty who contribute to a fringe benefit and get nothing out of it. The FEC will be working with the FAC, Dean of the Faculty and department chairs on the new sabbatical policy, and they also plan to work with the Dean of the Faculty on the results of the COACHE survey of junior faculty. The current system of faculty committees and advisory boards as developed by the Task Force on Faculty Governance will be reviewed. A system of compensation for committee work will also be considered. The FEC's role in helping the University conduct the NRC survey added to the list.

The FEC is concerned about the lack of faculty attendance at faculty meetings which is due largely in part to the fact that faculty feel they cannot openly discuss their issues there. The Ombudsperson will serve as one venue for that purpose. The FEC hopes to be able to spark interest in the Sounding Board on the Faculty Governance web site which has not been used at all this year.

Professor Pelcovits expressed his gratitude for the FEC's support during his chairmanship with a special thanks to Professors Bossy, Forsyth, Whitfield, Hollos, and Padbury who have fulfilled their terms on the FEC.

The meeting adjourned at 5:00 p.m.

Respectfully submitted,

Cheryl A. Moreau
Secretary