

FEC Report on the 6 May 2021 Committee of Committees Meeting

Present: FEC members Casey Schofield (Chair), Katie Hauser (scribe), Xiaoshuo Hou (scribe), Jason Ohlberg (scribe), along with representatives from ATC, PC, IPPC, CAFR, FDC, CEPP, CC, and TRB. The meeting was hosted via Zoom.

The FEC chair welcomed everyone and thanked committee members for their work under the extraordinary circumstances of the last year. FEC chair reviewed the purpose of the meeting; explaining that this is an opportunity to share the important work that committees have been doing over the past semester. Further, committees are invited to report on the quality of intra-committee and inter-committee relations, as well as the quality of their working relationship with college administrators.

Finally, committees were reminded to schedule meeting times for the fall semester, to be inclusive of student representatives in that scheduling (for committees with student representation), and to report who the incoming chair/co-chair of the committee will be for AY21-211.

Appointments and Tenure Committee (ATC)

In-coming chair: Sara Lagalwar

- Completed the review of 14 tenure cases and made recommendations to President Conner
- Held 3 informational sessions about tenure process in collaboration with the Dean of Faculty (DOF)
 - New tenure-track faculty and their chairs or program directors,
 - Faculty who recently passed third-year review and faculty who are coming up for tenure next year and their chairs or program directors
 - Chairs and program directors for faculty coming up for tenure next year (emphasis on letters)
- Revised guidelines for assembling materials for tenure and templates for requesting internal and departmental letters; updated the ATC website
- Worked with CAFR and TRB; consulted with FEC and DOF to revise the process for review and appeal of negative tenure recommendations
- Passed a motion to revise the description of recusal of ATC members in cases of conflict of interest
- Worked with FEC and the President on constituting search committees for VP positions
- Worked with FEC on constituting members for search committees and task forces
 - Settled the process for this FEC/ATC collaboration
- Consulted by CEPP regarding evaluation of teaching.
- Worked with PC on Faculty Handbook language regarding materials for promotion
- ATC worked effectively with numerous committees this semester (CAFR, TRB, PC, FEC), as well as positive interactions with Deans, Associate Deans, and President Conner.

Promotions Committee (PC)

In-coming chair: Mark Huibregtse

- Spring is when the committee engages in promotion file review work—this year there were two promotion cases; reporting excellent interactions with DOF office and President Conner
- Worked on making personnel review process more transparent and equitable; two motions to the faculty floor proposing changes to the FHB addressing the following:
 - Composition of the promotion file

- Clarifying letter writers for faculty who teach for other departments or programs beyond that of their primary affiliation
- PC has released a white paper to the faculty to begin a college-wide conversation on timing and when to stand for promotion; PC has requested faculty feedback on the white paper, which will help inform the forthcoming motion next academic year.
- Reviewed an honorary degree candidate
- Discussed nominations for 3 endowed chaired professorships with the DOF
- Working on a diversity audit to the Faculty Handbook language, to send to ADOF Pat Fehling
- Great inter-committee relations with ATC, CEPP, CAFR, FEC—with CEPP and CAFR in particular regarding assessing teaching effectiveness during the pandemic and beyond
- Positive and productive intra-committee operations

Committee on Educational Policy and Planning (CEPP)

In-coming chair: Jina Mao

- Early focus on spring '21 evals
- Long-term reform of how we conceptualize teaching excellence at Skidmore - worked with ATC and PC on this - will bring this to faculty in fall '21
- Consulted with CAS on grading options
- Worked with a working group of STEM faculty on revising long forms
- Working relationship with DOF as well as inter and intra-committee relations were positive

Curriculum Committee (CC)

In-coming chair: Maria Lander

- Highly productive relationships with the Director of Bridge Experience and the Director of First-Year Experience
- Fielded high density of proposals (196) for the new general education curriculum, including many Bridge and Coda courses.
 - required a review of the approval process
- Have currently approved 61 Bridge courses; 10 are in late-stage-review (need to have 100 on the books)
- Phasing Curriculog out and working towards the new course management system (to come in 2 years)
- Developed new workflow in Curriculog surrounding who is able to approve next stages—this is ongoing work
- Discussed justice/representation on syllabi; limited progress here due to overwhelming amount of course proposals for the new general education curriculum
- Enjoyed productive contributions from student representatives on the committee
- Productive working relationship with Associate Dean Arnush and with Registrar office

Institutional Policy and Planning Committee (IPPC)

In-coming vice chair: TBD

- Significant energy devoted to healthcare policy decisions - healthcare working group continued its work to address rising care costs (held open forums, online surveys, and smaller meetings)
 - incorporated community feedback; administration recently announced healthcare policy decision
- Campus master planning began Fall '20 and will continue until the end of Spring '22
- Negotiated ongoing crisis management; COVID risk management and related issues
 - Committee was very effective throughout this time and worked well

- Relations on IPPC are positive; sense is that the President appreciates the multiple perspectives that IPPC has to offer

Committee on Academic Freedom and Rights (CAFR)

In-coming chair: Dan Curley

- 70+ CAFR-relevant meetings this year including both formal/informal inquiries from the full range of constituencies
- The consistently high workload in the past several years underscores the course release granted to this year's chair is necessary and should be ongoing
- Worked on operating code - clarified procedures; clarified language around confidentiality to make it consistent with Faculty Handbook language; created a method for internal confidential record keeping.
- Worked with FEC and the administration on identifying how the institution might clarify language regarding non-tenure track faculty in the Faculty Handbook
- Worked with ATC, PC, FEC, and the administration to identify how the pandemic may have impacted how we evaluate teaching.
- Worked with ATC and TRB to bring a motion to the faculty floor.
- CAFR found the administration responsive and engaged (although administration's response in some cases is not yet determined)

Faculty Development Committee

In-coming chair: Silvia Carli (ongoing)

- Awarded Roth, Ciancio, and Moseley awards
- Reviewed and awarded the spring round of Faculty Development Grants, Faculty Research Initiative Grants, Emeritus Faculty Development Grants, Kress Family Creative Pedagogy Grant, Faculty/Student Summer Collaborative Grants; Schupf Scholar Program Research Grants
- Approved Sabbatical leaves
- Submitted proposed revisions to FDC Handbook to the dean, which will be considered over the summer
- Relations with Administration have been positive

Tenure Review Board (TRB)

In-coming chair: N/A (TRB disbanded per 5/19/21 faculty vote)

- No cases this year
- Worked very well with ATC, CAFR on joint motion designed to disband TRB (this process was inclusive of previous chairs of TRB as well)
- Worked on revising operating code

Faculty Executive Committee (FEC)

In-coming chair: Jason Ohlberg

- Developed recommendations for listserv process following Fall 2020 Committee of the Whole discussion, and in consultation with both IT and the DOF
- Ran nomination process for 3 campus positions: Campus Master Planning Initiative, faculty representative for VP of Advancement search, and faculty representative on the VP of Student Affairs search
 - worked productively with ATC to formalize this nomination process

- Had productive discussions with CAFR, DOF, and other constituents regarding practices surrounding NTT faculty contracts
 - FEC believes it is advisable to initiate a working group to continue this work in Fall 2021
- Appointment process completed with the exception of one outstanding IPPC subcommittee appointment (to be finalized soon).
- Final announcement of elections/appointments/replacements will be included in FEC's annual report
- Positive collaborative relationships within FEC and with CAFR, ATC, PC, and FDC
- Ongoing positive working relationship with the DOF

Concluding discussion

In anticipation of a Committee of the Whole discussion focused on the format (e.g., in-person, remote) of the faculty meeting for AY21-22, FEC solicited thoughts from attendees on the advantages versus downsides of each format

Respectfully submitted,
Faculty Executive Committee AY '20-'21