

Committee on Faculty Governance (CFG) Annual Report 2002-2003

The Committee on Faculty Governance (CFG) met 29 times in regular session during the academic year 2002-2003. In addition, CFG convened the Committee of Committees on three occasions, had a joint meeting with CAPT to discuss the presidential search, and participated in joint meetings with the Governance Advisory Council (GAC) in order to meet with both presidential finalists. In addition to conducting its routine business (Faculty Handbook maintenance, committee elections and appointments, replacing committee members as necessary, etc.), CFG dealt with numerous issues, among them:

THE PRESIDENTIAL SEARCH

Following President Studley's resignation announcement in late October, it fell to CFG and CAPT to oversee faculty participation in the presidential search process. CFG immediately convened the Committee of Committees (on October 29) and that group formulated and sent to the faculty for its November meeting three resolutions related to the resignation and search: a resolution of thanks to President Studley, a resolution of thanks and support to Dean Joseph, and a proposal concerning the method by which faculty representatives would be selected for the search committee. Also during this period the CFG chair, Gove Effinger, kept in close contact with Sue Thomas (Chair of the Board) and John Howley (Chair of the Search Committee) concerning the composition of the committee and the selection of a professional search consultant. CFG (together with CAPT) oversaw the process by which 4 faculty were then selected for the search committee. Once that committee was in place (early December), CFG's role in the process diminished somewhat, but Jeff Segrave (a faculty representative on the search committee) acted as liaison from that committee to CFG and reported frequently to CFG. Finally, CFG was active in planning the on-campus visits of the two finalists in late April and early May.

CFG wishes to acknowledge the wonderful guidance provided the 1999 CFG Report on Presidential Searches during this whole process. This current CFG plans to provide a similar document concerning the latest search, but we will not be able to improve very much on what was already there in the 1999 report. The smoothness of this latest search has been due at least in part to the thoroughness of that document.

ISSUES CONCERNING COMMITTEE MEMBERSHIP AND AD HOC COMMITTEES

Several tricky issues arose during the year concerning the need (or lack thereof) for ad hoc committees and proper constituting of committee memberships. Most prominent were problems concerning the Benefits Committee, whose composition continues at the time of writing this report to be unresolved. Early in the academic year, the question of whether an ad-hoc group was needed to address pressing issues involving benefits and compensation arose, and CFG urged that if at all possible these issues be addressed within the existing committee structure (i.e., with FPPC and Benefits). To this point that has been the case - no ad-hoc group has been needed. A related issue concerned the appointment by President Studley of the tenured faculty member of IPC to be the committee's Vice-Chair. After some discussion, CFG approved of this arrangement, but its future will of course depend upon the new president (who chairs IPC).

FACULTY PARTICIPATION IN THE GOVERNANCE SYSTEM

This perennial problem continues to occupy CFG's attention. The "White Paper" written by the 2001-2 CFG, which among other things suggested a formal system of rewards for service to the college, was not followed up directly by this CFG, but the concerns and ideas expressed there were central to discussions of the possible Mellon Faculty Development Grant still being worked on. Actual response to CFG's

requests for willingness to serve were mixed but (as usual) below what we would hope. On the positive side, fully 19 faculty were willing to vie for the 4 slots on the presidential search committee, but on the negative only one came forward for the annual slot on FPPC and we were barely able to staff next year's CAPT when 3 replacements were needed. It seems pretty clear that faculty will be willing to serve if they see that something specific and positive will be accomplished (e.g. presidential search) but are hesitant if it may be time wasted (e.g. FPPC) or just plain too much work (e.g. CAPT). For this reason CFG plans to continue addressing the issues of adequate rewards for service and of making sure, as much as possible, that committees do actually have hope of accomplishing useful things. Since FPPC has been a constant source of complaint in this area over several years, CFG is currently doing a comparative study of similar committees at our peer institutions and hopes to have some specific recommendations concerning that committee during the coming year. Finally, CFG continues to look at ways in which committee membership requirements may in certain cases be made less stringent in order to widen the field of potential candidates for membership.

OTHER ISSUES AND THE YEAR AHEAD

CFG organized two "faculty-only" discussion sessions during the year and intends to do so again in 2003-4. A question is whether two such meetings per year are adequate, or whether there should be two per semester. In a similar vein, CFG had discussed the idea of "community wide" discussion sessions, but none were planned last year. One difficulty CFG has with such sessions is the possible inappropriateness of a faculty committee organizing them. If not CFG, however, who? CFG also intended at several points this year to discuss the issue of course releases (for various types of service) with Dean Joseph, but transition issues kept trumping such discussions. Though new issues inevitably arise as any new year progresses, this coming year's CFG will concentrate its efforts (beyond its routine ones) on communication with the President Glotzbach about the governance system, preparation for a search for Chuck Joseph's replacement, and efforts to improve the functioning of key committees, especially FPPC and Benefits.

CFG 2002-3 MEMBERSHIP

Mark Huibregtse, Math and CS
Lary Opitz, Theater (Fall)
Mary Stange, Philosophy and Religion (Spring)
Kate Leavitt, Art and Art History
Gove Effinger, Math and CS, Chair
Susan Kress, English
Katie Hauser, Art and Art History

CFG 2003-4 MEMBERSHIP

Kate Leavitt, Art and Art History
Gove Effinger, Math and CS
Katie Hauser, Art and Art History, Chair
Mary Stange, Philosophy and Religion
John Anzalone, Foreign Languages and Literatures
Joanna Zangrando, American Studies (Spring)
Tim Burns, Government (Fall)

Respectfully submitted, Gove Effinger, Chair