Overview of Faculty Governance System

Faculty Executive Committee
February 3, 2023

The task before us

The governance system, adopted in AY2015-2016, is due for a formal review in AY2023-2024.

This semester, it is FEC's goal to prepare us collectively to engage in this important work.

Today, we're going to provide an overview of the structure and function of the current governance system, and take informational questions.

In future conversations **(not today!)** we plan to…
  (a) Identify strengths and weaknesses of the current system
  (b) Prioritize which problems we want to solve
  (c) Develop potential solutions to the problems we want to solve

Rationale for the current system

Rationale: The proposed changes clarify policies in the Faculty Handbook regarding the faculty governance service expectations and obligations of faculty for purposes of retention and promotion. The goal of the cycle is to ensure broad participation and service sharing in faculty governance—including fair workload sharing across generations—while leaving maximum freedom for faculty to choose from governance service options based on stipulated minimum expectations for said service. In addition, the proposed system assures continuity of committee membership (at present, membership is often interrupted by sabbatical leaves).

Rationale for the current system

Efficiency (*How to populate committees?*)

Equity (*Who serves, when, and how much?*)

Committee need (*What service is essential & potentially unpopular?*)

Current Governance Committees

ELECTED

ATC: Appointment & Tenure Committee

PC: Promotions Committee

FEC: Faculty Executive Committee

IPPC: Institutional Policy & Planning Committee

CEPP: Committee on Educational Policies & Planning

CAFR: Committee on Academic Freedom & Rights

CC: Curriculum Committee

FDC: Faculty Development Committee

PHF: Periclean Honors Forum Council

AC: Athletic Council

APPOINTED

SDM: Self-Determined Major Committee

CAS: Committee on Academic Standing

FAB: Faculty Advisory Board

(Sub-Committees of IPPC)

SAS: Student Affairs Subcommittee

CIGU: Committee on Intercultural & Global Understanding

CSC: Campus Sustainability Committee

SRC: Subcommittee on Responsible Citizenship

Elected Governance Committees

Committee	Members	Constraints
ATC	7	Tenured / 1 from each division (no 2 from same dept) / No CAFR, PC, FAB
PC	5	Tenured / 1 from each division (no 2 from same dept) / No ATC, CAFR, FAB
FEC	4	None
IPPC	3	1 serves as Vice-Chair
CEPP	5	2 tenured / 1 from each division (no 2 from same dept)
CAFR	4	1 untenured at time of election / 3 tenured / No ATC, PC, CAS, FAB
CC	5	2 tenured / 1 from each division (no 2 from same dept)
FDC	4	4 tenured / 1 from each division
PHF	4	3 elected / 1 Director (4-year term)
AC	3	No 2 from same dept
	= 44 total	

Appointed Governance Committees

Committee	Members	Constraints
SDM	3	3 members and the Director representing each division
CAS	3	At least 1 tenured / No CAFR
FAB	5	At least 3 tenured / 2 may be untenured at time of appointment
IPPC Subcommittees		
SAS	1	
CIGU	2	
CSC	1	
SRC	1	
	= 16 total	

Who serves, & when?

Governance service required from:
- Tenured faculty
- Pre-tenure faculty, after pre-tenure research leave
- Pre-tenure faculty in years 2 or 3 of their tenure track

Service schedule is built upon *a seven-year rotation* based on sabbatical cycles

- Year 1 of the sabbatical cycle = When faculty return from their first (pre-tenure or sabbatical) research leave

Faculty are assigned to **cohorts** based on the year of their first research leave

Cohort	# Faculty	Cohort	# Faculty
A	33	E	27
B	19	F	25
C	20	G	22
D	22		

Who serves, & when?

Tenure-line faculty are required to serve **3 consecutive years of each service cycle**

- This means years 4-5-6 at the latest
- But faculty can choose to serve earlier (i.e., years 1-2-3, 2-3-4, or 3-4-5)

The **ad hoc pool** is constituted by:

- Faculty who are in their service cycle but not serving on a committee
- Pre-tenure faculty in years 2 or 3 of their tenure track

Faculty who **volunteer** for additional service and NTT faculty may choose to serve either a three-year full term or in the ad hoc pool only

Ballot Building

Ballots for elections are populated based on:
  A. Faculty rankings of committees on preference sheets
  B. Committee membership constraints (e.g., divisional representation, tenure status, department)

In creating ballots, FEC has adopted the standard of multiplying the number of candidates that need to be elected (n) by two, plus one (2n+1) with some variability depending on constraints (see above)

Non-Governance Committees and Other Non-Departmental Service Roles***

Institutional Review Board (IRB)
Institutional Animal Care & Use Committee (IACUC)
Institutional Biosafety Committee (IBC)
Radiation Safety Committee
Tenure Appeal Committee (TAC)
Safety Committee
Campus Safety Advisory Committee
Engineering Advisory Committee
Advisory Panel (AP)
Grievance Panel (GP)
Fulbright Advisor
Porter-Wachenheim Scholarship Committee

*** This is a non-exhaustive list***

Sub-Committees of IPPC
Subcommittee on Budget and Finance
Bias Response Group (BRG)
Subcommittee on Institutional Effectiveness

ID Steering Committees and Advisory Boards
Environmental Studies and Sciences Steering Committee
Health Professions Advisory Committee
International Affairs Steering Committee
Neuroscience Steering Committee
Latin American, Caribbean, and Latinx Studies Advisory Board
Black Studies Advisory Board
Skidmore Analytical Interdisciplinary Laboratory Steering Committee
Asian Studies Steering Committee
Gender Studies Advisory Board
Film and Media Studies Advisory Board

Working Groups, College-Wide Search Committees, and Other Ad-Hoc Service Roles (2018-2022)

Black Studies Program Planning Subcommittee (2018)
Academic Planning Working Group (2020)
Grading Policy Working Group (2020)
Healthcare Working Group (2021)
Faculty Advisory Committee (2021-2022)
Faculty Compensation Working Group (2021-2022)
HHMI Working Group (2022-2023)

Search Committees
Chief Human Resources Officer (2018)
Program Director of Black Studies (2018)
President of the College (2019)
Chief Technology Officer (2019)
VP Advancement (2020-2021)
Dean of Students and Vice President for Student Affairs (2021)
IdeaLab Director (2021)
VP Communications and Marketing (2021-2022, 2023)
Dean of the Faculty & VP Academic Affairs (2022)
VP Finance and Administration and Treasurer (2022)
VP Enrollment & Dean of Admissions and Financial Aid (2022)

What's next?

In future conversations **(not today!)** we plan to…

      (a) Identify strengths and weaknesses of the current system
      (b) Prioritize which problems we want to solve
      (c) Develop potential solutions to the problems we want to solve

Questions to ponder:

What are our values around service?
- What counts as governance service?
- How does service weigh in personnel review?
- What decisions should involve faculty? Which faculty?

Does the system function in a way that reflects our values?
- Constraints on committee membership (e.g., Divisional representation, tenure status, etc.)
- Size of committees
- Cohort structure and size
- Election process