

FACULTY EXECUTIVE COMMITTEE 2017-2018 ANNUAL REPORT

The Faculty Executive Committee (FEC) met approximately weekly during the 2017-2018 academic year.

As in most years, FEC's routine work included responding to faculty and committee inquiries about various governance-related topics. These included questions about requirements for individual faculty and assisting CEPP with their subcommittees for implementation of the new college curriculum. FEC also worked with the Dean of the Faculty to review procedures for new efforts. FEC discussed with the DoF the planning about developing a Black Studies program and also worked with the DoF to set up and populate a committee to examine investment strategies. FEC was consulted by the DoF and IPPC about changes to assessment work at the college, specifically the recasting the Assessment Subcommittee (of IPPC) as the Institutional Effectiveness Subcommittee. Other routine work for FEC included reviewing the Faculty Handbook for adoption in fall, 2017; participation in the searches for VP for Advancement, VP for Communications and Marketing, and VP for Academic Affairs and Dean of the Faculty; appointments of replacements to committees when needed; participation in New Faculty Orientation, and convening the Committee of Committees after the spring and fall semesters.

Other than elections, the largest single item that FEC dealt with was the reconfiguration of the Committee on Appointments, Promotion, and Tenure (CAPT) into what became two separate committees: the Appointments and Tenure Committee (ATC) and the Promotions Committee (PC). During the fall semester FEC worked in partnership with CAPT and the DoF to craft a motion for changes to faculty handbook. During the spring semester FEC withdrew from direct participation in the process, and the motion that was eventually adopted was sponsored by CAPT and the DoF.

FEC talked about a few other groups in some detail: Bias Response Group (BRG), Faculty Advisory Board (FAB), and a nascent group to staff hearings on sexual and gender-based misconduct.

BRG was undergoing some reorganization during 2017-2018, and the main question that FEC had to grapple with was whether BRG should be considered a governance committee. FEC believes that the work done by BRG is extremely important for the college, but, based on the nature of the work, we determined that BRG is not a governance committee. The consequence of this determination is that faculty who serve on BRG do not satisfy their governance service requirement by doing so. FEC was uncomfortable with this result, and this was one problem that we sought to remedy with changes that we proposed to the structure of the service mandate in the faculty handbook (see below).

FAB members are called on to serve on panels hearing cases of faculty or student misconduct, including student sexual and gender-based misconduct (SGBM). For several reasons, members of FAB and members of FEC were uncomfortable with SGBM hearings being one of FAB's responsibilities. Instead, working with Title IX coordinator Joel Aure, we preferred a system in

which faculty to populate SGBM hearings would be on a committee for whom this was their sole purpose. Including this work as satisfying the service mandate was also part of the proposed changes to the faculty handbook.

FEC led several discussions about faculty service at the college, including the way that our governance service mandate affects participation in other forms of service and how multiple service obligations (such as department chair or program director) can lead to inequitable challenges for some individuals.

We introduced a motion for changes to the faculty handbook that would have changed a bit what committee work is included as satisfying the mandate for faculty to perform governance service. The motion would have changed the mandate so that it would have been satisfied by work on a specific list of committees, rather than requiring service in "governance". This motion was ultimately withdrawn, in part because of opposition to allowing both governance and nongovernance service to satisfy the mandate.

FEC also discussed how to handle resignation of faculty from governance committees. This issue was not resolved.

FEC began discussions with the DoF and department chairs about improving faculty meetings. Many faculty have found our faculty meetings to be hostile and not open to productive conversation. We sought to find ways to improve the faculty meeting climate, to use the time more efficiently, and to codify that faculty meetings should end at 5:00 PM. FEC also discussed the role of the parliamentarian in faculty meetings, and the FEC chair met with President Glotzbach and Parliamentarian Chris Kopec to discuss parliamentary procedures.

Finally, FEC oversaw elections and appointments to governance committees for service beginning in 2018-2019. This included continued changes and upgrades to our committee management software. We are grateful for help and support of Adam Reagan and Tony Kowalick in IT for this work. We also appreciate the help of many faculty members for helping us test the software as it was developed. Our election work included updates to the committees available for service (e.g. removing CAPT and adding ATC and PC; removing the Assessment Subcommittee). We also worked to ensure that faculty are meeting their governance service requirements, and we assisted the DoF in determining exemptions for faculty from the governance service mandate. Although this work is a single entry in this report, overseeing the elections is quite time-consuming.

FEC thanks every member of the Dean of Faculty's office, for their assistance: Sue Blair, Debbie Peterson, Brooke Toma, Beau Breslin, Ron Seyb, Crystal Moore, and Pat Fehling were all essential aides in FEC's work. We also thank all of the faculty and staff who worked with us throughout the year.

2017-2018 FEC Members:

Greg Gerbi (Physics, Chair)

Gordon Thompson (Music)

Kendrah Murphy (Physics, on leave fall, 2017)

Marketa Wolfe (Economics, replacement for Murphy, fall, 2017)

Juan Navea (Chemistry)

2018-2019 FEC Members:

Katie Hauser (Art History, Chair)

Kendrah Murphy (Physics)

Juan Navea (Chemistry)

Casey Schofield (Psychology)