

Faculty Executive Committee Annual Report 2024-2025

The Faculty Executive Committee (FEC) would like to begin by expressing gratitude to some key staff with whom FEC has worked closely this academic year: Nora Graubard, Debbie Peterson, and the entire Office of the Dean of the Faculty; Chase Cunningham, Andrew Knispel, and Matt Ginart from Media Services; Jesse Rock from IT; the website team from the Office of Communications and Marketing; Ben Harwood and Aaron Kendall from the LEDS team. We are so grateful to these colleagues for their expertise, energy, and support of FEC's work throughout this year.

Summer Work

On behalf of the committee, the FEC chair completed the following work over the summer of 2024.

One-year replacements (Fall 2024-Spring 2025) were made for the following committees:

Institutional Policy and Planning Committee (IPPC): Amy Oh
Curriculum Committee (CC): Laurie Rabinowitz

Recommendations for the *Extended Budget and Finance Subcommittee of IPPC* were submitted to President Conner, resulting in the appointments of David Cohen and Jennifer Chohnoky to that subcommittee.

In July and August, the FEC chair met with cabinet members and other governance leaders to discuss the College's Strategic Plan as well as how to address upcoming budget deficits.

Overview of Fall and Spring Semesters

At the beginning of September, the FEC chair worked closely with Jesse Rock in IT as well as Debbie Peterson in the Office of the Dean of Faculty to prepare the governance software system for the elicitation of faculty preferences for service in late September. The FEC chair also worked with the faculty parliamentarian and the Dean of Faculty to prepare procedurally for faculty meetings for the year.

Consistent with past years, FEC's work during the academic year included responding to faculty and committee inquiries about governance-related topics and various aspects of faculty-administration relations. Other routine work for FEC included reviewing the *Faculty Handbook* for adoption in Fall 2024, making minor updates to the FEC Operating Code throughout the year, and convening the Committee of Committees at the end of the fall and spring semesters (as well as writing and distributing the Committee of Committees report).

The bulk of FEC's time in the Fall semester was spent overseeing elections and appointments to governance committees for service beginning in AY2025–2026. FEC's work in the spring included responding to requests regarding committee staffing,

working on various issues associated with our continuing review of the governance system, and providing feedback to various committees on their motions and other business.

Below, we describe some key parts of our work this year in more detail.

Meetings

FEC met 29 times in AY2024-2025; meetings took place in person with the exception of two Zoom meetings (one in the Fall, one in the Spring). During these regular meetings, FEC also met with the Associate Dean of Faculty for Infrastructure, Sponsored Research, and Faculty Affairs, Dean of Students, the president of the SGA, and the chair of Promotions Committee. Minutes for these weekly meetings held by the committee are posted on [FEC's website](#).

Monthly throughout the academic year, the chair of FEC met with the DOF/VPAA to discuss the faculty meeting agenda and other governance-related business.

The chair of FEC is a member of the Institutional Planning and Policy Committee (IPPC) and attended all scheduled meetings with the exception of one meeting which was attended by another member of FEC (Ting Li).

Alongside the chair of CEPP (Committee of Educational Policies and Planning) and the Vice-Chair of the IPPC (Institutional Policy and Planning Committee) Budget and Finance Subcommittee, the chair of FEC was invited by the Dean of Faculty/VP of Academic Affairs to represent faculty in meetings of the Huron Consulting Academic Portfolio Leadership Group. Another member of FEC, Ting Li, represented faculty in the Middle States Accreditation Process.

Finally, the FEC chair participated in ad-hoc meetings with members of Skidmore's faculty, staff, and administration regarding various matters of shared governance.

Governance Committee Elections and Replacements

FEC held elections to fill 14 positions on 10 governance committees. The following members of the faculty were elected to serve three-year terms, beginning Fall 2025:

Appointments & Tenure Committee (ATC): Sang Wook Lee, Jenni Mueller

Promotions Committee (PC): Mimi Hellman

Faculty Executive Committee (FEC): Patricia Hilleren

Institutional Policy and Planning Committee (IPPC): Natalie Taylor

Committee on Educational Policies & Planning (CEPP): Ryan Overbey, Javier Perez-Moreno

Committee on Academic Freedom and Rights (CAFR): Jamie Parra

Curriculum Committee (CC): Mary Kate Donovan, Eunice Ferreira

Faculty Development Committee (FDC): Caroline D'Abate, Eliza Kent

Periclean Honors Forum Council (PHFC): Steven Frey

Athletic Council (AC): Karen Kellogg

FEC worked with the following committee to secure a replacement for AY2024–2025:

CC: Laurie Rabinowitz (for John DiResta)

FEC worked with the following committees to secure replacements for AY2025-2026:

FEC: Abel Arango (for Lucia Hulsether)

IPPC: Murat Yildiz (until Spring 2027 for Oscar Perez-Hernandez)

CAFR: Reg Lilly (Spring 2026, for Bill Lewis)

CC: Rachel Mann-Rosan (Fall 2025 for Tom O'Connell)

AC: Mike Dunn (Fall 2025 for Karen Kellogg)

Governance Committee Appointments

FEC appointed 3 members of the faculty to serve on 3 standing governance committees. Appointments for three-year terms beginning Fall 2025 are as follows:

Committee on Academic Standing (CAS): Denise Evert

Faculty Advisory Board (FAB): Benjamin Givan

Committee on Intercultural and Global Understanding (CIGU): Adam Tinkle

FEC would like to express our deep gratitude and sincere appreciation for everyone's support of and participation in shared governance.

Faculty Meetings

FEC's goal in faculty meetings is to facilitate broad engagement in meaningful discussion of faculty business. This year, meetings were held on the second floor of Murray-Aikins Dining Hall in order to facilitate small table discussions, should the need arise. We helped the Dean of Faculty organize a Committee of the Whole to discuss Academic Affairs' role in Strategic Planning, consulted and collaborated on motions from PC, ATC and CAFR, FAB, and CEPP, and requested regular reports to the faculty from the VP of Admissions, IPPC's expanded Budget and Finance Subcommittee, and the Huron Consulting Academic Portfolio Leadership Group. We collaborated regularly with the faculty parliamentarian to ensure procedural efficacy, and look forward to a planned presentation in Fall 2025 by the parliamentarian to help faculty better understand faculty meeting procedures (and Robert's Rules in particular). Finally, the FEC chair delighted in creating silly straw polls for use as quorum counts in advance of faculty votes, and hopes our colleagues enjoyed them.

Faculty-Only Meetings

FEC held two faculty-only meetings this year. Detailed notes from these meetings are available on [FEC's website](#).

In November, in collaboration with faculty representing CEPP, CC, and the expanded IPPC's expanded Budget and Finance Subcommittee, FEC hosted a faculty-only meeting to discuss Skidmore's search for operating efficiencies in light of projected budget deficits in coming years.

In April, in collaboration with faculty serving on the Huron Consulting Academic Portfolio Leadership Group, FEC hosted a faculty-only meeting to discuss progress on the consultancy's financial analysis of Academic Affairs and other College divisions, and future directions for this work.

Governance System Review

As discussed in last year's report, the focus of FEC's governance system work this year was to address what we are calling the "accounting problem" – a mismatch between governance committee staffing needs and faculty availability. This focus was chosen because FEC believes that solving the accounting problem will create a clearer context in which to continue the more expansive conversations about service that faculty desire.

To this end, FEC used our committee audit data from AY2023-4 to model our governance staffing needs and faculty availability over time (this report is available on [FEC's website](#)). This model showed clearly that in select future years, the number of committee positions that need to be filled will be greater than faculty who are available to fill them.

In light of this, FEC pursued two avenues of reform. The first avenue of reform was to even out committee demand for new faculty members from year to year. FEC asked committee chairs to look at their three-year election/appointment cycles, and if they were uneven from year to year, to consider altering the cycle. We were approached by ATC's chair to help modify their three-year cycle from electing 2, 4, and 0 people to electing 2, 1, and 3 people in successive years. In addition to evening out committee demand, this change will help ensure continuity in committee membership. We also began conversations with other committees that will consider altering their election/appointment cycles next academic year.

The second avenue of reform was to even out or increase faculty availability from year to year. FEC considered several possible options in discussion with the Dean of Faculty's office, and settled on a proposal to change the schedule upon which faculty currently stand for election or appointment to governance committees. Specifically, rather than asking faculty to be available to stand for election/appointment for one year during the sabbatical cycle, we would ask faculty to be available for three years. Everything else about the service cycle would remain the same (i.e., amount of minimum and maximum service required, ability to ask Dean of Faculty for exceptions). If implemented, this proposal would single-handedly solve the accounting problem by increasing the number of candidates available for service each year by two- to three-fold. Additionally, there would be a higher likelihood of matching faculty service assignments to their preference. This proposal was presented for consideration during the April faculty meeting, and feedback from faculty during and after the meeting was uniformly positive. FEC will pursue changes to the faculty handbook along these lines in the fall.

In May, the FEC chair joined the CEPP chair and incoming IPPC chair to meet with our counterparts in governance service at Union College. This meeting was very valuable, yielding insight about our largely shared challenges with respect to shared governance.

We look forward to future meetings connecting faculty serving in governance roles at Skidmore and Union.

Also in May, the FEC chair and the incoming FEC chair met with representatives of Skidmore's non-tenure track (NTT) union to discuss the newly ratified Collective Bargaining Agreement's impact on NTT faculty participation in all-College service. This discussion included a consideration of strategic communication with NTT and tenure line faculty about service obligations and opportunities in advance of submission of preferences for governance service in September 2025.

Committee of Committees

FEC convened two meetings of the Committee of Committees (CoC), both held in-person in the Murray-Aikins Dining Hall. The first meeting took place in December 2024, and the second meeting took place in May 2025. Reports from these meetings are posted to [our website](#).

Working Group and Ad-Hoc Committee Appointments

In April, FEC was asked by the co-chairs of the Space Planning Working Group (SPWG) to consult on the selection of two faculty to replace Karen Kellogg and David Howson, who will wrap up their terms at the ends of Spring 2025 and Fall 2025, respectively. We received nominations of 15 faculty from 10 nominators, with 9 nominees indicating willingness and availability to serve. FEC considered information about the candidates' interest, expertise, and experience from the nominators and the candidates themselves, and recommended 2 faculty to the co-chairs of SPWG for appointment. FEC's recommendations were ultimately accepted, and as a result, Adam Tinkle will serve Fall 2025-Spring 2027, and Sara Lagalwar will serve Spring 2026-Spring 2027. Given the continued importance of SPWG's work, the issue of whether SPWG should evolve from an ad-hoc group into a more permanent form was discussed. This discussion is ongoing and may come back into FEC's purview in the Fall.

Finally, in response to the news that Dean Mosby will be stepping down from her position on May 31, 2025, the FEC chair met with President Conner and the chairs of IPPC and ATC to discuss next steps. FEC stands ready to staff a search committee for a new Dean of Faculty/Vice President of Academic Affairs in the Fall.

2024-2025 FEC Members:

Jeremy Day-O'Connell (Music)
Ting Li (Management and Business)
Dominique Vuvan (Psychology, **Chair**)
Murat Yildiz (History)

2025-2026 FEC Members:

Abel Arango (World Languages and Literatures)
Jeremy Day-O'Connell (Music)
Patricia Hilleren (Biology)

Ting Li (Management and Business, **Chair**)

Incoming Chairs/Directors of Governance Committees for 2025-2026

Appointments and Tenure Committee (ATC): Larry Jorgensen

Promotions Committee (PC): Kendrah Murphy

Faculty Executive Committee (FEC): Ting Li

Institutional Policy and Planning Committee (IPPC): Tim Harper

Committee on Educational Policies and Planning (CEPP): Amy Frappier

Committee on Academic Freedom and Rights (CAFR): Erica Bastress-Dukehart

Curriculum Committee (CC): Eric Morser

Faculty Development Committee (FDC): Monica Das

Periclean Honors Forum Council (PHFC): Joseph Cermatori

Athletic Council (AC): Daniel Peterson

Faculty Advisory Board (FAB): Susannah Mintz

Committee on Academic Standing (CAS): Greg Pfitzer

Self-Determined Majors Committee (SDM): Catherine Berheide

Committee on Intercultural and Global Understanding (CIGU): Aiwu Zhao