

FEC Report on the 30 November 2020 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, TRB, PHF, AC, and CIGU. The meeting was hosted via Zoom.

The FEC chair welcomed everyone and congratulated all for getting through the fall semester during the COVID-19 pandemic. FEC chair reviewed the purpose of the meeting – this is an opportunity to share the important work the committees have been doing; and report on the quality of intra-committee and inter-committee work, as well as the quality of working relationships with administrators.

Appointments and Tenure Committee (ATC)

- 14 tenure cases occupied much of their work this semester; productively worked with DoF/VPAA and Associate Dean Fehling.
- Working productively with Promotions Committee (PC) to expand bias mitigation training; looking into changing procedures and possibly Faculty Handbook language.
- Worked with CEPP regarding student ratings and feedback forms.
- Working with TRB and CAFR on potential means to modify the tenure review process; specifically to permit CAFR to provide input. This work is expected to be ongoing in the spring.
- Worked with FEC on staffing a faculty representative on the search committee for VP for Advancement.
- In general, interactions with the administration and other committees have been smooth.

Promotions Committee (PC)

- PC reports terrific operations within the committee, and good exchanges to date with administration (although these interactions have been limited since PC reviews cases in spring).
- Committee completed bias-mitigation training and continued its reading on fair, equitable, and inclusive review process throughout the semester.
- Strong working relationship with both ATC (see above) and with CEPP (on student ratings and feedback form discussion).
- Hosted their annual informational meeting this fall for faculty who are considering standing for promotion. This meeting was hosted in collaboration with deans.
 - PC has identified strengthening promotion culture as a top priority (including transparency about criteria and process and mentoring around the promotion moment).
- Collaborative work with ATC noted above (on bias mitigation but also on FHB language pertaining to file preparation as well as personnel review and DEI. This work will continue in the spring.)
- Reviewed honorary degree honorees.

Committee on Educational Policies and Planning (CEPP)

- Over the summer CEPP developed a statement about on-line teaching guidelines.
- Developed proposal for attendance policy for fall 2020 and spring 2021.
- The work that has occupied the bulk of CEPP's time this semester has been on fall and spring student ratings and feedback – CEPP has appreciated help from ATC and PC on this.
 - Long-term work regarding the nature and role of student ratings and feedback has been deprioritized for this reason, but CEPP has begun this conversation.
- CEPP made revisions to the academic calendar for fall 2020; has approved new spring (2021) calendar
- Also beginning to examine how ELL is handled in our curriculum.
- Working in collaboration with FYE office on approaches for training students how to approach student ratings.
- Working with Curriculum Committee on the implementation of Bridge Experience (BE).

Curriculum Committee (CC)

- Primary focus of their work has been supporting the transition to the new curriculum (particularly in terms of Bridge Experience and Senior Coda courses). Has worked productively with the Director of BE, the Associate Dean of the Faculty for Student Affairs and CEPP.
- Workload has been notably higher than in the past – the number of proposals has tripled from an average year.
 - This is required some streamlining to previous processes; these changes seem effective and likely will be maintained moving forward
- CC is thinking about their committee's role in efforts to support efforts to decolonize syllabi – has been (and expects to continue) working with CEPP on this.

Institutional Policy and Planning Committee (IPPC)

- Meetings occurred throughout the summer focused on Fall 2020 planning. More recently have focused on Spring/Summer 2021.
- In the fall: devoted time to discussing the role of IPPC and establishing norms for this committee's work.
- Working relations on IPPC are good, including open discussions. Materials are received in a timely manner.
- This fall IPPC members have received reports and discussed: the Racial Justice Initiative, Healthcare reform, Title IX changes, student employment plans, and a large-scale renewable energy project.

Committee on Academic Freedom and Rights (CAFR)

- CAFR has had an unusually busy fall; including 6 cases and 3 that required mediation.
- Beginning work in collaboration with ATC and TRB on streamlining the review process following tenure denials.
- Met with former CAFR chairs to generate institutional memory in order to inform an understanding about how CAFR can most effectively protect academic

freedom and rights. These conversations have led to productive meetings with the administration.

- Working to ensure Dean and Chair level oversight to catch problems before cases get filed.
- Working to ensure CAFR has a routine voice with Board of Trustees (this is required by CAFR's operating code but has not routinely been happening in recent history).
- In the spring CAFR plans to work towards ensuring fair evaluation for all (hope to work with CEPP on this), as well as working with deans to address academic freedom/rights concerns prior to the point of important personnel moments.
- The CAFR chair successfully negotiated a course release (for this academic year only).

Faculty Development Committee (FDC)

- Relationship with relevant administrators has been very good; FDC has also had a good working relationship with FEC.
- FDC has identified distinguished faculty awards and invited nominees for the Moseley lecture (will review candidates over winter break).
- FDC cancelled the Fall 2020 round of Faculty Development Grants, but plans to resume for Spring/Summer 2021.
- Was able to award sabbatical enhancements this year.

Tenure Review Board (TRB)

- Reviewed and updated committee operating code.
- Currently working with ATC and CAFR to streamline the tenure review process.
- Fall semester workload is typically not heavy, as was the case this year.

Periclean Honors Forum (PHF)

- Unusually light semester due to pandemic limitations on activities.
- Relations with the administration have been positive; administrators helped consider what kinds of spring events PHF can feasibly hold. Currently planning on a modified, shorter, Zoom Ramsey lecture in the spring.
- Decisions about whether to hold the Academic Festival will be discussed in spring 2021.

Athletic Council (AC)

- Have completed their normal workload evaluating physical activity instructors (3 this year).
- Participating in a 5-year self-study that is mandated by NCAA; significant work will happen over winter break.
- AC annually meets with academic services/academic advising, development and admissions; these working relations are good.
 - Review information about athletes who apply, and who will meet with development in the spring.

Committee on Intercultural and Global Understanding (CIGU)

- Workload this semester has been very high; largely reactive rather than proactive.

- Have not been able to prioritize original goals for this semester
- Resumed HEDS climate presentations this fall, worked with HR to review and revise the diversity statement, put on a successful *In It 5*.
- Created two working groups:
 - on what the nature of anti-racism training should be - integrated into our structure and process/resisting an add-on approach
 - on evaluating proposals for racial justice initiative funding.
- Populated a search committee for two positions - for Director of the Center/Deputy Chief Diversity Officer and Director of the Office of Student Diversity Programs.
- Have been addressing what their role is in the diversity concerns on campus, in part prompted by change in presidency.
 - Does CIGU advise or act? Make recommendations? If so, to whom?
- Met with SGA rep, DoF/VPAA, and VP for Finance and Administration regarding incidents of anti-Asian racism.

Faculty Executive Committee (FEC)

- Have been meeting since June; worked productively with administration on the faculty forum with the new President, worked with CEPP on attendance policy, hosted a faculty-only meeting in August.
- Completed governance election cycle.
 - Two elections in which there was only one candidate who met eligibility criteria and one election in which none did (in this case FEC made a 1yr appointment from the ad hoc pool).
 - Elections this year raised ongoing concerns about the imbalance between service needs and workforce size. This problem transcends whatever “system” FEC employs to populate committees and will need to be addressed in some way (e.g., trim membership size/membership constraints)
 - Some committee appointments still outstanding, intend to complete these before the end of 2020.
- FEC representatives had productive meeting with SGA leadership about the focus of their work this year and areas of shared campus interest.
- Worked in collaboration with DoF/VPAA on approach to decision-making around faculty listerv access (ongoing).
- Worked with ATC to solicit nominations for search committee for VP for Advancement.
 - FEC plans to meet with ATC this spring to formalize this process for the future.
- FEC has been involved in ongoing discussion with DoF/VPAA of approaches to enhance working relations between faculty and administration. This working relationship has been collaborative and positive.

Concluding discussion and remarks

- The group discussed challenges presented by the Fall 2020 governance cycle; faculty shared historical perspectives on the challenges that the previous (willingness to serve) approach provoked.

- The group had a brief discussion of potential approaches for enhancing working relations between faculty and administration.
- FEC chair reminded committee representatives to identify their chair for next year if they have not already, to ensure that (when relevant) student representatives are included in scheduling meeting times for the spring, and to send their operating code to FEC when revisions have been completed.

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