

## **FEC Report on the 30 April 2020 Committee of Committees Meeting**

FEC members Kendrah Murphy (Chair), Katie Hauser (scribe), Juan Navea (scribe), Casey Schofield (scribe) were present via Zoom, along with representatives from ATC, PC, IPPC, CAFR, FDC, CEPP, CC, CAS, and CIGU.

1. The FEC chair thanked committees for their work this semester, specifically expressing appreciation for the work that has been ongoing during the COVID-19 pandemic. A FEC member reminded committee chairs to be in touch with SGA as soon as possible, and before meeting times are set, to identify student representative(s).
2. Appointments and Tenure Committee report
  - ATC reviewed 10 tenure cases; 9 were handled by one ATC, 1 was handled by a different ATC. ATC has been working on modifying its calendar, and the process for the solicitation of internal letters. Currently, the chair of ATC solicits letters; in the future, chairs and program directors will solicit all letters. Modifications to the ATC calendar are meant to ease the process for candidates and chairs/program directors.
  - Some collaborative work with TRB, and CAFR has been sidelined as a result of COVID-19. These committees expect to bring a motion in Fall 2020 about the process and timeline for appeal of a negative tenure decision.
  - Worked with PC, DOF office, and Kristie Ford on the decision not to administer student evaluations this semester.
  - Interactions within ATC, other committees, and with the DOF office have been collaborative and cordial.
  - Incoming chair is Mary Crone Odekon. ATC anticipates 14 tenure cases next year.
3. Promotions Committee report
  - PC spent the semester deliberating and reviewing files for four candidates for promotion. The committee made recommendations for three candidates to be promoted to full Professor. Recommendations are currently under review by the Board of Trustees.
  - The committee is working on a motion to clarify language in the handbook around membership of PC (and ATC), pending a faculty vote.
  - PC is having ongoing conversations about anti-bias training to codify the process and organize training for this fall.
  - PC is looking at revisions for guidelines for promotion files, including developing a new document with instructions for uploading files to Brightspace.
  - Current members have been meeting with incoming PC members (in person during the winter and, more recently, over Zoom) to get new members up to speed on the review process.

- Interactions within PC, between PC and other committees, as well as between PC and the administration have been collegial and collaborative. The administration has been more available since the pandemic began.
- Incoming chair is Barbara Black.

#### 4. Committee on Educational Policies and Planning report

- CEPP has finished converging its multiple websites into a centralized site.
- The committee has been working on revising the academic calendar, including revising the policy around religious holidays, and has considered moving study days and introducing a fall break.
- CEPP spent significant time on the all-college ratings form and has provided recommendations for moving forward. CEPP expects to work further with ATC and PC on this, and anticipates that some of the work may be taken up by these other committees.
- CEPP encountered an issue with a student representative sharing sensitive committee emails with other students and raised a question about whether committees should have a code of conduct for student members. It was suggested that this could be included in the operating codes of committees that include student representatives. It was noted that the student members on CEPP have been productive and collaborative members of the committee.
- Reported good inter-committee functioning.
- Relationship with administration has been good, although one of the administrators missed almost half of the committee meetings in the fall. A conversation followed about the possibility of administrators having the option to send another representative when they are unable to attend a meeting.
- Peter von Allmen has volunteered to continue to serve as a representative for CEPP on IPPC this summer (2020).
- Incoming chair is Feryaz Ocakli.

#### 5. Curriculum Committee report

- CC operated this year without a student representative, so plans to be in touch with SGA as soon as possible to establish a student rep for the upcoming year.
- CC has been preparing for the transition to the new curriculum and has spent significant time reviewing Bridge Experience course proposals. Initially, the proposals were not in line with the expectations and purpose of the Bridge Experience. CC met with the BE coordinator (E. Morser) and developed a checklist of expected characteristics for these courses based on CEPP's description of BE courses. CC encourages faculty developing BE courses to meet with Eric Morser.
- There has been some confusion about the role the Bridge Experience coordinator plays or should play in the BE workshops supported by the Mellon grant.

- The dean's office announced that CC would be meeting over the summer to continue reviewing Bridge Experience proposals (presumably as a result of both Mellon grant pressure as well as college needs) before it was determined whether such summer work would be permissible. CC members were willing to do this work over the summer. There was discussion with FEC regarding setting the precedent of summer work for CC and other committees. Due to the pandemic, many committees will be asked to continue work over the summer, and the dean's office has assured FEC that this will not be viewed as setting a precedent (stipends will not be available for the committee members who will be asked to continue to volunteer their time).
- The committee is beginning its work on reviewing and approving senior coda courses.
- CC has also reviewed new Scribner seminar proposals. These have been coming to CC in excellent shape, and CC acknowledges that A. Emeka (Director of the FYE) has been particularly helpful in developing faculty seminar proposals.
- CC worked collaboratively with W. Grady-Willis on approving courses for the Black Studies minor.
- Regular business, in terms of approving courses across majors and minors, has been ongoing.
- The committee is working closely and at length with the Economics Department on a Quantitative Economics major.
- Reported excellent intracommittee work and good relationships with the dean's office and the registrar's office, who were invaluable to committee work.
- Incoming chair is Corinne Moss-Racusin.

#### 6. Committee on Academic Standing report

- Most of CAS's work has been routine. The committee mainly hears petitions from students channeled through OCSE and other offices.
- CAS was involved in the working group that considered the "double A" grading policy change. Reported that work was efficient and friendly.
- CAS has regular participation by administrators, and leadership from the Registrar's office and OCSE. CAS has good relationships with those representatives.
- There has been regular contact with the DOF, and interactions have been positive. The DOF has been very responsive and deferential to CAS recommendations.
- Over the summer, CAS usually has at least one meeting early in June and anticipates that it may need to hold a second meeting later this summer.
- CAS acknowledges that some of its work during the COVID crisis has put a significant burden on some administrative offices (and the Registrar's office, in particular), and found that the work was completed efficiently and with good humor.
- Incoming chair is Hassan Lopez

#### 7. Faculty Development Committee report

- Spring term grants and awards were suspended due to the re-appropriation of funds to meet the Covid-19 emergency.
- FDC is working with the dean to revise the Faculty Development Opportunities Handbook in ways that raise NTT faculty standing in criteria for awarding grants. This project aligns with an FDC proposal to remove membership restrictions and allow non-tenured faculty members to serve on FDC. FDC is working with FEC on a motion to change faculty handbook language regarding its membership, and plans to introduce the motion in Fall 2020.
- FDC found its administration representatives to be extremely helpful committee members.
- Incoming chair currently undecided. (Update 5/18/20: incoming chair is Silvia Carli.)

#### 8. Committee on Intercultural and Global Understanding report

- CIGU had planned for the majority of its spring term work to be centered around the HEDS data. It organized a working group in collaboration with Joe Stankovich and Amy Tweedy from the office of Institutional Research and had plans to conduct community sessions, but these were derailed due to COVID. CIGU is thinking about how to communicate the HEDS data to the community but decided the timing for moving forward with this part of the work is not appropriate. The data were presented to the President's cabinet; an abbreviated version was delivered to the Board of Trustees and at a community meeting.
- The office of Institutional Research and the Communications and Marketing staff were instrumental to the HEDS working group. CIGU specifically acknowledged Lucas Myers, Melissa Haas, Joe Stankovich, and Amy Tweedy.
- The current hiring freeze impacts The Center for equity, inclusion, and justice (which had two planned hires). We will have the Center, but will be unable to hire a director.
- CIGU has spent a lot of collaborative time considering its role to help navigate challenges related to COVID, including considering how various approaches to pedagogy are likely to have differential impacts on our students moving forward.
- Marc Connor explicitly requested to meet with CIGU during his on-campus visit earlier this spring, and the group left the meeting feeling optimistic about incoming leadership.
- Student members have been particularly instrumental in this work this past year and particularly constructive to the HEDS work.
- Incoming co-chair will be Marta Brunner.

#### 9. Committee on Academic Freedom and Rights report

- CAFR worked collaboratively and productively with ATC and TRB to revise language regarding appealing negative tenure decisions.

- The DOF has been receptive to feedback about issues that CAFR has encountered on campus in terms of thinking about how to address structural and systemic issues that are brought to CAFR's attention.
- CAFR observed a decrease in claims of late and so has begun preliminary conversation about how to protect academic freedom and rights in the context of a remote work environment.
- CAFR worked productively with CC, CEPP, and CAS on the discussion of a "double A" policy that was proposed by members of SGA.
- Incoming chair is Jessica Sullivan.

#### 10. Institutional Policy and Planning report

- In response to the Fall 2019 Committee of Committees report, the president initiated a meeting with the vice-chair about questions of trust (with a focus on healthcare). As a result, the healthcare working group met more frequently in the spring.
- IPPC discussed issues and concerns related to the Athletics Facility initiative.
- The college engaged services of Cambridge Hill Partners (CHP) in light of anticipated structural deficits. The consultants planned to hold focus group meetings to gather and report information about how to make institutional decisions that align with institutional values.
- The COVID-19 crisis has complicated the financial landscape. In the coming year(s), the College will have to develop strategies to address two different kinds of budgetary challenges: (1) the short-term financial effects of the current COVID-19 crisis, and (2) the long-term structural deficits facing the College. The College will also have to think carefully about how the strategies developed to address the short-term and long-term budgetary realities affect each other.
- There is some concern about the transition to new institutional leadership in light of the pandemic, as that incoming president will inherit current decisions.
- IPPC leadership has been collaborative and responsive in the second half of the academic year and has responded to concerns in a fluid and thoughtful manner.
- IPPC has met on a regular basis, and it is expected that IPPC will be meeting throughout the months of May and June. The current co-chair and other outgoing members have agreed to be present at those meetings, as needed.
- Members who will be rotating onto the committee will meet for the first time with IPPC tomorrow. Current (including outgoing) and incoming members will continue to meet together in June.
- Incoming co-chair is Joerg Bibow

#### 11. Faculty Executive Committee report

- Interactions within the committee have been highly collegial, collaborative, and productive, as has work with other committee members (specifically, this semester,

members of IPPC, CAFR, PC, CEPP, and FDC). Similarly, interactions with DOF have been productive and supportive.

- Committee appointments for Fall 2020 have been completed.
- FEC continues to work with the office of Communications on changes to the new committees website. FEC specifically acknowledges the excellent work done by Jon Volks and Idalia Sepulveda in creating and maintaining the website.
- FEC worked productively with members of PC, CEPP, and FDC on motions regarding changes to the faculty handbook language.
- FEC worked with the DOF on transitioning to online (Zoom) faculty meetings, forming a Grading Policy Working Group, and appointing faculty members to the Academic Planning Working Group.
- FEC was in the process of developing plans for addressing perennial concerns with IPPC structure and function, but was sidetracked by other urgent business that came up due to the pandemic. The committee will pick this work up in fall 2020.
- Incoming chair is Casey Schofield

12. The chair of FEC thanked all committee members and the meeting was adjourned so that the committee representatives could attend the Community Meeting that was in progress.