Fall 2022 Committee of Committees Meeting Report
12/13/2022 12-1:30pm

Present: FEC members Xiaoshuo Hou (chair), Jason Ohlberg (scribe), Oscar Perez Hernandez (scribe), and Dominique Vuvan (scribe) along with representatives from ATC, PC, IPPC, CEPP, CAFR, CC, FDC, AC, and CIGU. The meeting was hosted via Zoom.

Introduction:
FEC chair welcomed the college governance committee chairs and expressed that this meeting is a time for each committee to report on the valuable work they have done throughout the semester. It's also a time to report on inter and intra committee relationships as well as the committee's working relationship with the college administration.

ATC:

- ATC has looked at 8 tenure cases; the files are currently with the DOF/VPAA and Associate Dean of the Faculty Fehling
- ATC reports that there has been a collaborative relationship with the DOF/VPAA office
- The committee played a significant role in the DOF/VPAA search process
    - Held interviews with each of the three final candidates
- ATC will also play a role with VP of Finance and Administration/Treasurer as well as VP of Admissions candidates this spring
- ATC also reported working with FEC on a potential proposal in the coming year

PC:

- PC participated in anti-bias training over the fall
- PC had 9 promotion cases this year; most of this work will take place in the spring
- PC has consulted on the appointment of the endowed chairs
- Because of heavy workload in the spring, PC does not envision taking on further collaborative projects**.**
- Reported good working relationships with administration

IPPC:

- IPPC meets bi-weekly and began with updates on campus budget and the Board of Trustees meeting
    - Worked with an outside facilitator who emphasized the importance of their work and how to work productively
- They have also been updated on searches in progress
- As usual, IPPC had a good deal of interaction with other committees
- The committee worked on finalizing the Campus Strategic Action Agenda and had discussions on the College's values and visions
- Worked on the implementation of the Campus Master Plan with a specific focus on the new Athletics and Health Center
    - Hosted several information sessions

- IPPC reported that turnover in staffing in the President's office impacted the committee's ability to get minutes onto the IPPC website quickly
- Interaction with administration has been good; discussed President Connor's enthusiasm over having IPPC as a means of working through ideas
- Expressed that the emails IPPC receives prior to the whole faculty or campus don't always provide enough time for offering feedback

CAFR:

- CAFR meets weekly as needed and has heard 3 informal inquiries this semester
- Worked closely with ATC, PC, CLTL on anti-bias training
- CAFR has consulted with Kim Fredrick, DOF and other committees (CEPP, PC, ATC) to staff the HHMI working Group
    - Focusing on inclusive and equitable teaching and learning
- The committee reports positive relationships with DOF & Associate DOFs
- Work with DOF on language surrounding the intent of the "Teaching Professor" rank is on hold due to the collective bargaining process
    - It is still on CAFR's long-term agenda
- Continuing work on inquiry about recording meetings in Part I & VI of the faculty handbook
- CAFR participated in the DOF/VPAA search process
- Asked by President to consult on programming in the spring surrounding free speech and expression in the classroom as it pertains to academic freedom

CC:

- CC has met 9 times this semester and has approved 71 proposals
    - 38 routine revisions with ADOF for Student Academic Affairs
    - 33 more substantive proposals were discussed, including 3 Coda courses
        - Currently, only 1 department does not have a Coda experience course in the Catalog
- CC has been focusing on the Bridge Experience courses
    - There are currently 88 Bridge courses on the books (Wanting 95–100 by spring)
    - Also looking at courses that could be Bridge courses, but might need some support and development
- Met with Eric Morser on the outward-facing component to the Bridge Experience
    - There may be less requirement to engage with the outside community than previously assumed. Students need to learn *how* to engage with the outward community, but not necessarily do it.
    - This will satisfy the Bridge requirement without overloading the community
- Staffing of Curriculum Committee could potentially be less
    - Currently 4 faculty, plus the chair
    - Considering proposing to reduce to 2 faculty, plus the chair
- Discussed the flexible 4th credit hour
    - Brought up issue of inequity in the way this is implemented across departments
    - This issue is in need of further conversation

- Asked committees that are mandated to have student membership if they ever received student members.
    - There has been a miscommunication with SGA

FDC:

- FDC reported good working relationships with the DOF/VPAA
- Everything proceeding according to normal operations:
    - Roth distinguished service awards
    - Faculty development grants
    - Review of sabbatical leave requests
    - Enhanced sabbatical awards
        - The number of awards comes from the DOF/VPAA; FDC then works through the applications
        - Desire expressed in past years about increasing budget to fund 8-10 applicants at a level of 75% (rather than 60%) of salary
        - Was only able to fund 4 this year
    - Will work on Mosley awards in the spring; currently soliciting nominations
- FDC worked on clarifying some confusion among NTT faculty regarding eligibility for Faculty Development Grants
    - All faculty are eligible, but funding must be used before end of contract

PHF:

- Back to a full schedule of programming for the first time since the pandemic including a trip to NYC with students

AC:

- AC had a meeting with President Connor to discuss new Athletics and Health Center
- AC conducted annual evaluation of Athletic course instructors
    - Staff teaching credit-bearing courses
- Engaged with conversations with student representatives, discussing relations between SGA and student athletes
- Reported good working relations with administration; Dean Fehling has attended every meeting

CIGU

- With some members leaving the college, CIGU was still finalizing membership at the beginning of the semester
- The committee has been focusing on final implementation and announcements about all-gender restrooms on campus
    - Implementing over winter break for the spring semester
- Begun working on anti-racism facilitations as well as transgender and gender-identity facilitations work

- Continuing to work on National Assessment of Collegiate Campus Climates (NACCC) survey; students and staff survey were completed; faculty survey will be conducted in the spring
- CIGU has been working on the campus name system, ensuring that the names students, faculty, and staff choose are used throughout the various IT systems on campus
- Working on DEI/Accessibility policy on new buildings and renovations in regard to the campus Master Plan
- CIGU reports good working relations within the committee as well as with administration

CEPP:

- CEPP has been working on the academic calendar; specifically, regarding a potential remote teaching mandate for the Thanksgiving break
    - Working on a full-week break, but that still has several roadblocks
- 7-year planning cycle to work on supporting faculty and staff in planning their vacation time
- CEPP has consulted in the development of the HHMI working group to think about inclusive and equitable teaching.
- CEPP has also worked on thinking about the way we evaluate and speak about teaching effectiveness
    - including working on a training for students on using SETs
- Assessment planning work as assessment director is also on CEPP
- Motion to require Faculty to create and *distribute* a syllabus to students
    - Syllabi are required to move a course through Curriculum Committee, but there is currently no formal language in the *Faculty Handbook* mandating the distribution of syllabi to students
- CEPP reports good inter- and intra-committee relations as well as good relations with the DOF/VPAA and VPSA (student affairs), who are committee members

FEC:

- Busy fall semester
- Committee replacements started over the summer
- Completed all elections and appointments for the cycle starting in AY 2023-2024
- Worked with IT on updating governance election software
    - Deleting duplicate preference sheets
    - Made changes to the software to prevent faculty members who have already fulfilled their service obligations from submitting duplicate preference sheets unless they want to volunteer for additional service
    - Will continue to work with IT to allow people who volunteer for service to choose to rank only the committees they would like to serve instead of having to rank all the committees and to choose to make themselves available for either a year or the full three-year term.

- Worked with President Conner and ATC on populating the faculty representatives on two VP Search Committees – VP for Finance and Administration and VP for Admissions and Financial Aid
- Coordinated the nomination process for the Working Group on Inclusive and Accessible Teaching and Learning funded by the HHMI grant
- Co-facilitated and coordinated committee chairs' meetings with the three DOF/VPAA finalists and FEC chair was invited by President Conner to moderate the open forums of the three candidates
- Hosted a COW discussion during the September faculty meeting on effective use of faculty meeting time and conducted a post-COW survey
    - Worked with DOF/VPAA to explore ways to improve faculty meetings such as improving the technology for hybrid meetings and voting, leaving sufficient time for Q&A after the president's report and dean's report, change of venue, and bringing more deliberative items to the faculty floor
- Hosted a faculty-only meeting on Dec. 9, 2022 on post-pandemic teaching and distributed the notes from the meeting to all the full-time and part-time faculty
- Consulted and tasked by the DOF/VPAA to find out how to staff a potential IPPC subcommittee on space planning
- FEC looks forward to working with ATC on possible changes to the *Faculty Handbook* language in the spring
- Maintained positive inter- and intra-committee working relations

Post-Report Discussion

In the spring FEC will be holding informal review sessions of the college governance system in preparation for the formal review during AY 2023–24. FEC is planning a presentation of the current system during the first all-faculty meeting in February, and formally invited each committee to present a brief, 1-slide explanation of how the committee currently works, including but not limited to:

- Functions and membership
- Challenges and potential changes (e.g. necessity of the 3-year term, number of committee members currently required versus number needed, if divisional representation is necessary, if specific tenure status and rank is needed, if functions/charges can be effectively fulfilled, etc.)

In response to the request, the idea was raised that this could potentially be accomplished in a summary email. Representatives could still be part of the presentation and be available for questions, but it might function more efficiently to have the chair of FEC serve as the primary presenter.

Some of the considerations discussed for the faculty governance system were as follows:

- Focusing on what "counts" for committee service, as many forms of service don't currently count

- What relationship will NTT faculty have in the governing process? Many NTT faculty have voiced concern over wanting to contribute to meaningful service work
    - This will be subject to whatever happens in the collective bargaining process
- The idea of a credit system was raised; recognizing committee work and service that isn't currently acknowledged for service
    - This idea raised some concern over how a credit-based system would bring challenges of how credits are determined/assigned and how that relates to course releases granted to some service work
- Discussed the potential for how serving as a replacement on a committee (volunteering) might count towards the faculty member's next service cycle
- While discussing reducing members on existing committees, the point was raised that the benefit of having more members on a committee is having various perspectives and sharing institutional knowledge to a larger number of faculty
    - In response, it was stated that efficiency of committee work could potentially shift service burden to work that matters and has larger impact
- Concern was raised over the increasing pressure on faculty at the Associate level to bear the brunt of the service load
    - Consideration for how pre-tenure and senior faculty contribute to service work is important to the discussion
    - This was echoed in how we currently elect faculty; Associate Professors disproportionately win these elections
    - Some Full Professors have disengaged from service. Conversations are needed on how to re-engage members of the professoriate
- Some committees might need to consider the reason for existence and consider how the work may be done in other ways
- No matter how the review of the system takes place, it was suggested that it will be necessary to consider and delineate the actual problems before identifying potential solutions
    - Math question: How many faculty are in the cohorts? How many do we need for committees? How many times are the numbers off?
    - Values question: Which committees provide essential service to the function of the college?