

Minutes of the Faculty Executive Committee

FEC 6

Monday, September 21<sup>st</sup>, 2009

11:15 am to 12:15 pm

Harder 209

Present: John Brueggmann, Patricia Hilleren (scribe) Dan Hurwitz (Chair), Karen Kellogg, Reg Lilly, Natalie Taylor

Visiting: VPAA Susan Kress, DOF Muriel Poston

I. Minutes from 5-4-09 (PH) and 9-14-09 (JB) approved. PH will upload minutes to FEC archives.

II. Discussion with Susan Kress and Muriel Poston concerning four broad issues: A) changes to the 2009-10 Faculty Handbook that need to be brought to the floor of the faculty; B) Adoption of the 2009-10 Faculty Handbook; C) upcoming discussions with the CAPT and HR on parental leave; and D) Proposed mechanisms to insert flexibility in tenure track lines (shared and part-time)

A) Changes to the 2009-10 faculty handbook. FEC will bring to the faculty floor at the October meeting a motion for all proposed handbook changes that require a faculty vote. These include:

1. Change of membership on the Curriculum Committee from the Associate Dean of the Faculty to *the Dean of the Faculty or 'designee'*. Dean Poston clarified that the designee would be one individual who would serve in that post for the entire academic year.
2. Change all references to the Dean of Studies to *the Associate Dean of the Faculty for Academic Advising*. Change all references to the Office of the Dean of Studies to the *Office of Academic Advising*.
3. Under Reappointment: Second Year (*Handbook*, Part One, VIII, 1), insert the following as a new i after c., "Reviews": *Candidates for reappointment shall have access to all written materials immediately following notification of the Dean of the Faculty's decision. These materials may not be photocopied.*
4. Under "Promotion" (*Handbook*, XI, A, 1, j), replace the last sentence (Finally, the President and the CAPT report their recommendations to the Board of Trustees") with *Finally the President's recommendations are reported to the Academic Affairs Committee (AAC) of the Board of Trustees, and the CAPT informs the AAC of the recommendation it made to the President.*

FEC (PH) will review the FEC minutes of the 2008-09 academic year to look for any additional changes that may have been overlooked that need to be included.

B) Adoption of 09-10 faculty handbook. FEC will streamline the process of faculty vote on the changes to the Handbook with adoption of the 2009-10 Faculty Handbook. Dan H. will bring all specific motions to the floor of the faculty (October meeting?) and once they have been voted on (November ?), will present a motion to adopt the 2009-10 handbook that incorporates all of the approved changes (November ?).

C) Dean Poston alerted us to discussions she is having with the CAPT and with HR concerning parental leave and the tenure clock. She is proposing the adoption of a policy that would allow the tenure clock to be suspended for no more than two terms to allow greater flexibility in timing of tenure as well as better support (coverage) during time off. Dean Poston's goal is to align the two parts (CAPT and HR) and bring a cohesive proposal on changes to parental leave policy to the faculty in Spring 2010.

D) VPAA Kress is examining the possibility of introducing greater flexibility into the definition/description of tenure track lines: Specifically, she is considering greater flexibility in shared (full time) tenure track lines. Shared lines currently exist within a department or program – can we envision shared lines between two departments, programs or department or program. Moreover, she is investigating how part-time tenure track lines (new and existing) might offer greater flexibility to faculty. The aim here is to attract and retain quality hires by offering greater degrees of freedom in tenure track positions.

After these discussions, VPAA Kress and Dean Poston left the meeting.

III. 2009-10 FEC Agenda. We will not meet on September 28<sup>th</sup> (Yom Kippur). Our next meeting, October 5<sup>th</sup> we plan to discuss how to proceed with the Service/Governance issue: Changes to the Annual Report Form; Target 30% reduction in committee slots; Adoption of the Best Principles.

IV. Meeting adjourned at 12:15.

Respectfully submitted,  
September 22<sup>nd</sup>, 2009  
Patricia Hilleren