

**Faculty Executive Committee  
Meeting Minutes  
October 25, 2011  
8:00am**

**Present:** Jörg Bibow, Barbara Black (chair), Ben Givan, Paul Sattler (scribe), Natalie Taylor (invited guest).

**Announcement:** The Chair and committee welcomed Natalie Taylor to the meeting and, potentially, to the FEC as a replacement for Reg Lily. (see item #2 below)

**I. Approval of Minutes**

The minutes of the meeting of October 14, 2011 were approved, with minor changes.

**II. Willingness to Serve, Round II**

Ben Givan will be organizing and administering the second round willingness-to-serve and election. Included will be a request for willingness to serve on FEC for an elected three-year term. Also included will be a special call for those willing to serve one semester as an appointed member of FEC to replace Reg Lilly. Natalie Taylor is joining us in the meantime, especially to help out with the BOT observations, and she will put her name forward for the one-semester replacement appointment on FEC. The committee believes that a member who has recently served on FEC, like Natalie, would be an ideal choice for a smooth transition and continuation of business. The appointed member will begin to serve immediately.

**III. Board of Trustee Observations**

The FEC chair has solicited the help of former members of FEC, Pat Hilleren and Natalie Taylor, to assist Paul Sattler and Barbara Black with observation duties of the Board of Trustee sessions, October 26-28, 2011. Jörg Bibow and Ben Givan will be out-of-town at conferences. At the time of this meeting the following observations were scheduled:

Thursday, October 27

9-10:30	Strategic Planning:	Natalie Taylor
10:45-12:00	Special Programs:	Paul Sattler
	Student Life:	TBD
12:00-2:30	Opening Session and Lunch:	TBD
2:45-4:00	Advancement:	Barbara Black

4:15-5:15	Joint Infrastructure/ Budget and Finance:	Pat Hilleren
5:15-6:00	Budget and Finance:	Pat Hilleren
<u>Friday, October 28</u>		
8:45-10:45	Academic Affairs:	Paul Sattler
12:00-1:00	Full Board Meeting:	Barbara Black

The chair will inquire whether another former FEC member can cover the Student Life session.

#### **IV. Dismissal Policy**

The chair debriefed the committee on a meeting with VPAA, Susan Kress, regarding changes in policy and Faculty Handbook language for the college’s Dismissal Policy. Barbara Black reported that the VPAA did agree to all but one issue recommended by the FEC. The VPAA believes that Faculty subjected to investigation should not have lawyers attend the Dismissal deliberations. The VPAA endorses a “jury by peers” approach. The committee will consider further research for AAUP guidelines as well as standing policies from our peer institutions.

The chair reported that CAPT chair, Greg Pfitzer, expressed gratitude that the FEC provided feedback surrounding the issue, especially in support of not having CAPT take on any disciplinary or investigatory role.

Members of the committee suggested various bodies to possibly be situated as appropriate to conduct policy procedures. Two suggested possibilities were the Faculty Advisory Board and the Tenure Review Board.

#### **V. All-College Policies**

Barbara Black reported to the committee that a group consisting of Barbara Krause, Susan Kress, Rochelle Calhoun, Denise Smith, and Barbara B. convened in an attempt to construct a pathway for procedures for developing all-college policies that is consistent with the Faculty Handbook.

The committee noted that policies pertaining to personnel and curriculum, which are primarily controlled by the faculty, ought to belong in the handbook. In addition, there is a longstanding precedent and tradition that policies relating to the contractual terms of faculty employment (such as benefits) also belong in the handbook.

This policies working group suggested that if a policy deals with at least two of the following three groups (Staff, Faculty, Students), then it is by default designated an “all-

college” policy. Some members of FEC strongly reject such a definition, citing several standing all-college policies that do not fit this mold.

The FEC chair will ask for FEC input after the group’s report/draft is released for review.

## **VI. The RCTF-CRC Dilemma**

Barbara Krause and Denise Smith met with the FEC chair to discuss matters related to circumstances in which IPPC can constitute its own subcommittee. The chair will share with the committee Krause’s thoughts on the matter via email.

## **VII. Committee/Subcommittee Distinctions, IPPC Operating Code, IPPC Agendas**

The chair relayed to the committee that, according to IPPC Vice-President Denise Smith, members of the Committee on Intercultural and Global Understanding believe that the CIGU should become an All-College committee.

Barbara Black shared with the committee a document that outlined FEC’s opinions regarding the IPPC agenda issue and why FEC voted to recommend further deliberation before striking “FEC” from the agenda-setting sentence in the Faculty Handbook. The document was sent to Denise Smith who read it to the most recent gathering of the IPPC.

It was reported that several members of IPPC cannot understand how a committee that does not sit on IPPC help to create that committee’s agenda. As FEC reiterates its appeal for collegial partnership with IPPC, President Glotzbach, Denise Smith and Barbara Krause all expressed strong support for the possibility of the FEC chair to sit on IPPC. Barbara Black asked the members of FEC to consider the issue further and respond with new comments and opinions.

## **VIII. Restructuring of Faculty Meetings**

The VPAA, Susan Kress, will attend a special meeting with FEC to discuss issues related to FEC involvement in IPPC and its agenda as well as Faculty-submitted opinions regarding the restructuring of Faculty meetings. The committee will resume conversation on this issue over the coming weeks.

## **IX. The Constitution of MALS Committee Membership**

The committee will take up this issue at the next meeting.

## **X. Science Working Group**

The committee will take up this issue at the next meeting.

**Adjournment:** The meeting adjourned at 9:15am

Respectfully submitted,  
Paul Sattler