

**Faculty Executive Committee  
Meeting Minutes  
October 14, 2011  
8:30 a.m.**

**Present:** Joerg Bibow, Ben Givan, Reg Lilly, Paul Sattler, Barbara Black (chair and scribe).

**Announcement:** Reg Lilly announced that, for personal reasons, he will be stepping down from FEC, effective Monday, October 17. He will finish the Round I election including notifications of those willing to serve and those elected. Before Reg left the meeting, FEC colleagues thanked him for his significant work of the last two and a half years on FEC and on behalf of the faculty at large. FEC discussed several options for filling in the remainder of Reg's term this year, and the Chair will follow up on them.

**Announcement:** BOT meetings are coming up on October 26-28. Both Ben and Joerg will be out of town, and, with Reg's resignation, that leaves only two FEC members—Paul and Barbara—to cover all meetings. Perhaps past members will be willing to step in, or the two FEC members will need to pick strategically, though they also have teaching schedules to work around. The Chair will follow up on this.

### **I. Approval of Minutes**

The minutes of October 7 were approved, with minor changes.

### **II. Update Round I**

Reg reports a good, robust wts; and he will send out a final reminder to vote later today. He received one concern about an unsecured server; otherwise, a model election!

### **III. Change in FH language regarding FEC and agenda setting for IPPC**

FEC is hesitant to strike the word "FEC" prematurely from the agenda setting sentence in the IPPC function in Part III of the Handbook. Discussion ensued regarding how FEC can best be a collegial partner with IPPC, and FEC feels that it is important that communication and collaboration between the two committees remain strong and even improve. It was the sense of FEC that the dissolution of the FEC 9-FEC 6 arrangement occurred because the arrangement was not working, *not* because FEC wishes to cease working with IPPC. FEC values and desires good communication between the two committees.

### **IV. Dismissal Policy**

Discussion of the draft of the new Dismissal Policy ensued. The Chair will take FEC's concerns to her next meeting regarding the Policy. Those concerns included the following:

--a clearer set of criteria or a "Code of Conduct" by which faculty are evaluated/judged. The FH does not, presently, provide sufficient, clear sense of this; though Part I, B and C might be a starting place.

--Is "cause" open to interpretation? Is it too non-specific a term?

--Is it an onerous burden that "Disciplinary Actions" are up to the DOF's discretion?

--FEC is particularly opposed to CAPT serving as an investigatory or appeals committee. FEC would prefer a council of "wise men and women," constituted of tenured faculty, to serve as a hearing or advisory committee in the case of possible dismissal.

--Why does the draft policy not allow for the possibility of the faculty member involved seeking legal counsel? This final question comes from our consulting of the AAUP Statement of Procedural Standards in Faculty Dismissal proceedings.

#### **V. Debriefing on 10/7 shared governance meeting and faculty meeting**

The Chair distributed her notes to the committee. She reports that this meeting was effective and productive; the main focus of the meeting was to allow committee chairs to share their agendas for the year. (see notes; appendix A to these minutes)

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

This conversation has not yet been resumed.

#### **VII. Governance website progress report**

The chair reported to Paul and to Ben appreciation from the DOF for their efforts on securing updated and accurate information. When our updating is completed, the DOF plans to import our site's information to theirs.

#### **VIII. Restructuring faculty meetings**

Ben's two queries have received useful and informative responses. Ben has approached Susan Walzer for her insight into Skidmore faculty culture. She has offered to come speak to FEC, and we will arrange this for an appropriate date. The FEC chair agreed to follow up Ben's emails with a note of appreciation to faculty, indicating our next steps which include the following: an invitation to the VPAA as well as the President for their thoughts, scheduling a meeting for Susan W. to speak to us, reviewing the past recent history of CFG to restructure faculty meetings, and possibly holding an open forum.

#### **IX. Policies**

How do/should they get developed? How do faculty weigh in? Do faculty vote on them? Where should policies reside?

We will take up this agenda item at our next meeting.

Meeting adjourned app. 9:45.

Respectfully submitted,  
Barbara