

**Faculty Executive Committee
Meeting Minutes
December 9, 2011
8:30 a.m.**

Present: Jörg Bibow, Barbara Black (chair), Ben Givan, Paul Sattler (scribe), Natalie Taylor (absent)

I. Approval of Minutes

The minutes of November 18, 2011 and December 2, 2011 were approved, with minor changes.

II. Reminders and Updates

A. Board of Trustee Sessions Notes

The FEC chair asked that all notes from the Board of Trustees sessions be submitted by the official beginning of Winter Break. It was noted that distributing these notes to the entire faculty in a relatively timely manner is an important responsibility for FEC. Final notes from the 2010-2011 BOT sessions have been posted on the FEC website.

B. Special WTS's for SWG and SFTF

The special Willingness to Serve for both the Science Working Group and the Science Facilities Task Force are underway. With a final reminder to be sent to the Faculty on December 9, the following people have expressed their willingness to join the CEPP subcommittee:

Sarah Goodwin, English

Deb Hall, Art

Bill Lewis, Philosophy and Religion

Heather Hurst, Sociology, Anthropology, and Social Work

Amy Frappier, Geosciences

Kelly Sheppard, Chemistry

After the deadline passes, the final list will be distributed to the Faculty. Finally, Josh Ness and CEPP will choose from the list of willing Faculty.

The WTS for the SFTF will run until Thursday, December 15 with a final reminder sent to the Faculty on that day.

C. Policy Procedures and CRC

The FEC chair was invited to the upcoming IPPC meeting to be held on December 16. It was noted that the IPPC distributed the FEC statement regarding the Committee on Responsible Citizenship. The FEC chair also announced that she would involve FEC members with updates via email as more details emerge.

III. Committee of Committees Meeting

The Committee of Committees will convene on December 12, 2011 from 12:00-2:00 pm in the Tang's Whitman Room. All the committees whose participation is required by FEC's operating code (FEC, IPPC, CAPT, CAFR, CEPP, Curriculum Committee, FDC, Athletic Council) will be represented. Representatives of CIGU and CAS have also been invited this semester, although Katie Hauser, the CAS chair, will be unable to attend because of a meeting conflict. In lieu of attending, she has provided a written statement. Ben Givan agreed to take notes and draft a summary of the meeting.

Barbara Black outlines likely topics for FEC to relay to the other committees. These include:

- Work to resolve proper committee membership across the college, including the issue of "Long Term Invited Guests."
- The update of the Faculty Governance website.
- Asking those present if there were any specific issues related to their committee business in which FEC can assist with guidance or clarifications.
- Update on developments regarding the issue of Faculty Meeting restructuring.
- Update on issues related to SWG, SFTF and FEC's recent meeting on topic with the VPAA.

IV. Article X, Dismissal Policy

Discussion of the draft of the new Dismissal Policy ensued. The Chair reiterated FEC's concerns and recommendations regarding the Policy in preparation for her attendance at the Dismissal Policy Working Group's next meeting (12/12/2011). Those concerns and recommendations included the following:

- That FEC believes that the issue should be brought to the Faculty as a whole and discussed in a Committee of the Whole at the next scheduled Faculty Meeting.
- The need for a clearer set of criteria for the definitions of Professional Incompetence, Neglect of Duties and Personal Conduct by which faculty are evaluated/judged. FEC still considers the language to be too vague.
- FEC suggests considering FAB, CAFR or a newly formed committee to be the appropriate body to serve as an investigatory or appeals/grievance committee. Such a council would need to be constituted of tenured Faculty. It was suggested that such a committee could possibly be "chosen" by a lottery from those Faculty with 15 years or more of employment at the college.
- In regard to an opportunity of an investigated faculty member seeking legal counsel, it was noted that only one of our peer institutions permitted such a policy.

V. Restructuring Faculty Meetings

The debriefing ensued about the recent meeting with invited guest, VPAA Susan Kress. FEC believes that it shall continue to work towards some form of restructuring this academic year and not let the issues layover until the fall. Nevertheless, it was suggested that the Faculty should strive to achieve such changes by separate amendments instead of a comprehensive overhaul. Members have heard many positive comments from Faculty regarding the open discussions and Committee of the Whole format during the last two to three FMs. It was mentioned that the VPAA and DoF made noticeable efforts to streamline their reports. While the recent meetings have been improvements over past meetings, the committee believes that codification of effective structures is needed to guarantee consistency for future meetings.

VI. What is Consultation?

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

Unless contacted by the FEC chair, this will be last FEC meeting until the beginning of the Spring 2012 semester.

Meeting adjourned app. 9:45.

Respectfully submitted,
Paul