

**Faculty Executive Committee (FEC)
Meeting**

**November 24, 2009
3:00-5:00 p.m.
Corporation Room, University Hall**

Minutes

Present: Chung-I Tan, Chair; Cynthia Garcia Coll, Vice Chair; James Dreier, Past Chair; Susan Allen, Philip Rosen

Guests: Rod Beresford, Nancy Dunbar, Philip Gruppuso, Bob Pelcovits, Diane Lipscombe, Dietrich Neumann

The meeting was called to order at 3:08 p.m. Minutes of the November 10 meeting were approved with one grammatical amendment.

Prof. Tan began his chair's report with highlights from the FEC executive officers' meeting with the President. They talked about tenure issues at Brown and the importance of making sure that the tenure-track process at Brown is clear and fair to our junior faculty. If the ad hoc Committee on Tenure and Faculty Development Policies comes up with changes to the tenure process, how will it affect the current junior faculty? President Simmons recommended the FEC develop dialogue on how we can balance input from concerned faculty for a more effective decision-making process at Brown.

Nancy Dunbar and Rod Beresford, co-leaders of the ORC Academic Team, provided the FEC with a progress report on their team's work since Nancy's visit with the FEC on October 27. They briefly reviewed what Nancy reported last time—that all ORC teams, as a group, are charged with \$14M in deficit reductions and that the Academic Team has an efficiency target and not a financial one. The Team has conducted four brown bag luncheon meetings with the departments, met with the department managers, and attended science department meetings. They've also met with staff in the Office for the Vice President of Research (OVPR). The non-science departments have insufficient support. Because departments have been using the same service model for many years, staff is now overburdened with too many duties. Departments are not interested in how the work is done, as long as the work gets done. The ORC Academic Team recommends a local support model of service specialists at the department level for specific kinds of services such as finances, which will provide better support and save the University money. Where Research Administration is concerned, there are not enough people serving the Office of Sponsored Projects (OSP) right now. Someone is needed to oversee the time frame with which to negotiate contracts. There needs to be a communications model whereby issues with research administration can be communicated. They have to consider how Brown is positioned to grow in research in order to get better support through the OVPR and make Brown more competitive for grants. The current models for research and academic support are not flexible making it very difficult to respond to

intermedial growth. Professor Tan asked if the Team has looked at any of the Centers with large block grants and how they are functioning. They have not as of yet, but agree that it is something that should be considered in terms of future growth. All teams are reporting to the Organizational Review Committee (ORC) within the next two weeks. The FEC asked when they would be hearing about the final recommendations. Most of their work is transparent on the ORC's web site. It would be useful to have more communication with the faculty about the ORC Academic Team's work. Since they do not have a financial target, perhaps they could have more time to complete their work? They are looking for solutions that will produce results in 2014. President Simmons will make the final decisions based on the University Resources Council's (URC) feedback. General discussion ensued with regard to the special research needs of the humanities and social sciences after which the FEC thanked Nancy and Rod for their informative report.

Professor Tan continued with his chair's report. There was a good turnout at the Nov. 17 faculty forum on tenure with lots of discussion. The FEC raised concern that data on the cohort retention rate at other institutions has not been made available to faculty, the numbers on the Dean of the Faculty's web site being exclusive to Brown. Brown's tenure rate is high relative to what? Is the data confidential? Professor Tan noted that the data from various institutions was gathered from public resources, so he is not sure why it has not been released to the Brown faculty.

The FEC discussed items they would like to bring up for discussion with the ad hoc Committee on Tenure and Faculty Development Policies at their meeting with them on Dec. 2. They suggested asking the Committee what they think caused the high tenure rate at Brown and what kinds of data they will consider to assess whether or not the current tenure is appropriate or not. Professor Tan asked the FEC to think about this some more and send their ideas to him. He will prepare a brief agenda with five or six bulleted topics for discussion that he will distribute to the FEC prior to the Dec. 2 meeting.

Philip Gruppuso, Associate Dean for Medical Education, was invited to talk about a proposal to change the Medical School graduation requirements which currently state that students must take the USMLE Step 1 examination but does not require them to pass the exam. The proposed Policy will require students to pass the USMLE Step 1 examination prior to graduation and will allow them to take the exam as many as three times. The change in policy will bring the Alpert Medical School in line with similar policies at other medical schools. The proposal has been vetted through the MFEC, Biomedical Council, and Medical Student Senate and all are in favor of the proposal. It is the goal to have the new policy in place for the medical school class that enters in August of 2010 so it is not time sensitive just yet. The FEC questioned whether or not the proposal has to go before the Academic Priorities Committee (APC) as mentioned in Dr. Gruppuso's report. Since it is not clear in the APC's charge, it was suggested that the Parliamentarian be consulted.

Dr. Gruppuso would like the FEC to consider a second proposal that the approval process for modifications to Medical School graduations requirements be changed so that only

internal (BioMed) approval processes are required. Approval from the APC (if determined that is necessary), the FEC, Faculty and the Corporation would not be necessary. They are currently in the process of redesigning the clinical curriculum and will most likely change several requirements for graduation over a three-year period. Limiting the process should not create problems and will assign responsibility for medical school requirements to those who are most involved in medical education. The FEC will think about forming a subcommittee of two or three FEC members to look at the current process for approving changes in medical school graduation requirements before considering Dr. Gruppuso's proposal for change.

ORC faculty members Bob Pelcovits, Diane Lipscombe, and Dietrich Neumann joined the FEC for a discussion about the entire ORC process. The special team leaders have been reporting to them. The IT Team just met with them and by December 9, most groups will have reported. Each team has broad representation. A group of students is designated to meet with them periodically to get their perspective. There is good faculty representation on the teams. The ORC will be making their own recommendations to the URC based on the reports provided by the special teams. Final decisions must be made by late December or early January. The FEC asked if faculty will have a chance to give input before recommendations go to the President. Professor Neumann noted that Outreach and communication is a concern of Beppie Huidekoper's. Should there be another vetting process with faculty for issues that will directly affect them, or does the ORC feel there is enough faculty representation among the special teams? The President is to make recommendations to the Corporation in February. Is she relying on the ORC faculty members to bring specific issues to the FEC? Is there time for a faculty forum prior to Corporation weekend in February? Are there other special groups that should meet with the FEC? Professor Pelcovits suggested the FEC consider meeting with the ORC IT Team. There won't be time for a faculty forum because of winter break. Discussion ensued whereby it was suggested that Beppie submit an executive summary to Faculty via email or a posting to the Web. If this could be done in December, faculty could provide feedback in January. Should the FEC be the group to accept the concerns? They should ask Beppie about this.

The meeting was adjourned at 5:10 PM.

Respectfully submitted,

Cheryl A. Moreau
Secretary