

BROWN UNIVERSITY

Minutes of Faculty Meeting—December 5, 2006

President Simmons called the meeting to order at about 4:05 PM.

The customary motion to stand adjourned no later than 6:00 PM was made, seconded, and approved. The minutes of the meeting of November 7, 2006 were approved. A minor editorial correction will be made.

Prof. Dill, Chair of the FEC, made a motion that the Order of Business be changed from that specified in the Faculty Rules and Regulations to that shown on the Agenda, in order that the report from the Chair of the FEC come next. The motion was seconded and carried by a voice vote. Prof. Dill said this new order of business has been well accepted by the Faculty; in February a corresponding change in the Faculty Rules will be proposed to the Faculty. She said not all faculty members had submitted their committee preference forms. She is willing to answer questions about committee assignments and asked faculty members to submit their form. Proposals about two new Centers are on the Provost's web site. The faculty has been informed by email. Comments are solicited. These proposals will be brought to the Faculty in February.

Prof. Dill then presented the FEC report. The FEC has met with a sub-committee of the Undergraduate Council of Students, who have requested standardization of the course evaluation forms. The Committee has also met with a committee of graduate students, who discussed housing for graduate students. Prof. Dill introduced Prof. Harvey, who spoke about the Campus Charities Drive, pointing out that the residents of Rhode Island look at the giving of the Brown faculty. The charities selected this year are all local.

Prof. Dill then went on to the leave policy. The FEC is still considering the policy. It has talked to the FAC. The key objective of the policy is enhancing faculty effectiveness—the University is its faculty. The FEC has broadened their boundaries in the discussion, considering a range of ways to enhance Brown's ability to attract faculty members. The FEC is presently considering a proposal to change to 75% salary after 6 semesters or 100% salary after 12 semesters. They have looked at the results of implementing such a policy at Williams College and at NYU. They have found that members of all departments of the university, including the humanities, were able to take advantage of the policy. One aspect of the proposed policy is a competitive opportunity to top off a salary to 100%. The FEC sees an opportunity in the new leave policy to develop an external pool of outstanding teachers who would step in when faculty members are on leave. For such to be effective speed and flexibility in hiring these adjunct faculty is important. Prof. Dill emphasized this 75% proposal is just interim; a plan is needed to get to 100% as soon as possible.

Mr. Patterson noted that the CCC has also heard from the UCS about a standardized course evaluation form. Dean Bergeron said CCC is working with the same committee that spoke to the FEC. A question was asked about Research Faculty and the leave policy. Prof. Dill said a committee would be formed to look at the needs of Research faculty, not only leaves. The committee will look at policies at competitive institutions and devise recommendations by the end of the year. Prof. Dill assured the Faculty that no deliberate attempt was made to ignore Research faculty. Prof. Gill asked about leaves extending for more than one year—the Faculty Rules are not entirely clear on this point. The FEC has not considered the question but would welcome an email inquiry. In any case, individual cases can be negotiated with the Dean of the Faculty. Prof. Harvey pointed out that Williams College is a generous

institution and receiving 75% of base salary there may not be a difficult adjustment. Dean Vohra commented that Brown salaries tend to be 9% higher than that of high quality undergraduate colleges. Prof. Foley asked if the data from other institutions being used for comparison was broken down by rank and years of service. It was not.

Prof. Dill welcomed Prof. Savage back and presented gifts to the Secretary, who will be on leave next semester, teaching at a university in Africa.

Prof. Rich presented the motion on the Agenda concerning a change in the charge and composition of the Medical Faculty Executive Committee and the inclusion of Clinical Faculty associated with the Medical School as Non-voting faculty members.

The full text of the motion is:

Motion by the Medical Faculty Executive Committee to Revise the Faculty Rules & Regulations

SUMMARY: Motion by the Medical Faculty Executive Committee to revise the Faculty Rules, effective immediately, for the purpose of improving the representation of the medical faculty by increasing the number of members from eighteen to twenty and adding at least one member from the Clinician Educator Track, while making it clear that this does not equate with making Clinical faculty Voting Members of the faculty.

MOTION: To amend the *Faculty Rules and Regulations*, Part 1. III, by deleting the existing language (as struck-through below) and replacing it with the proposed new language (underlined and in bold below) effective immediately. Further, effective immediately, to amend the Faculty Rules and Regulations Part 1.I.B to include Clinical faculty associated with the Medical School among the Non-Voting Members of the faculty, using the language (underlined and in bold below).

H. Medical Faculty Executive Committee (MFEC)

1. Charge

~~The MFEC shall serve as a central steering committee for Medical Faculty business.~~

Medical Faculty Executive Committee (MFEC) shall serve as the central faculty representative committee for the Brown Medical School faculty in clinical departments.

- a. It shall investigate matters that are of particular concern to the Medical Faculty, and report, make recommendations, and suggest priorities to the Medical Faculty and, as necessary, the full Faculty. It shall refer matters pertaining to Medical Faculty business to the Medical Faculty, appropriate existing Medical Faculty Bodies (see ~~e.g.~~ Faculty Rules & Regulations Part 1, Section 2, V.) or Hospital/Health Care System Education & Research Foundation/Committees, or to an Ad hoc Medical Faculty committee that it may create to investigate and to make recommendations regarding an issue. It shall maintain close communication and coordination with the Faculty Executive Committee.
- b. **Changes in medical school policies and procedures relating to faculty appointments, reappointments, promotions, and other matters relevant to faculty in clinical departments will be provided to the MFEC for review and comment prior to action by the Biomedical Faculty Council and/or the FEC.**

- ~~c. b.~~ It shall be authorized to call Faculty Forums and Special Meetings of the faculty of the Medical School.
- ~~d. e.~~ It shall receive and discuss the annual reports of the Committee on Medical Faculty Appointments, the Medical Curriculum Committee, the Medical Committee on Academic Standing, the Graduate Medical Education Committee, and the Continuing Medical Education Advisory Committee.
- ~~e. d.~~ It shall consult on a regular basis with the Dean of Medicine and Biological Sciences and advise the Dean on matters pertaining to ~~hospital-based~~ **medical school** Faculty **in clinical departments. It shall work in** consultation with the Dean of Medicine and Biological Sciences. ~~it shall set the agenda for the General Assembly.~~
- ~~f. e.~~ It shall consult on a regular basis with the administration and trustees of ~~the~~ **affiliated** Hospitals and ~~non-profit~~ Foundations which employ Medical Faculty and advise the administration and trustees of these Hospitals/Health Care Systems and Foundations on matters pertaining to ~~hospital-based~~ Medical Faculty **in clinical departments.**
- ~~g. f.~~ It shall consult on a regular basis with the Brown University Corporation Committee on Bio-Medical Affairs, or its equivalent council.
- ~~h. g.~~ It shall report to the Medical Faculty **in person or** by mail and/or internet on a regular basis.
- ~~i. h.~~ Every (voting and nonvoting) Medical Faculty member shall have access to the MFEC for purposes of voicing his or her concerns regarding general matters relating to faculty business.
- ~~j. i.~~ It shall be designated as the ~~(voting)~~ Hospital-based Medical Faculty's agent to resolve or recommend resolution of grievances **(relating to faculty status or academic issues) of both voting and non-voting faculty in clinical departments** in accordance with the Grievance Procedures outlined in Part 4, 10, I. A. 4.
- ~~k. j.~~ It shall periodically review Medical Faculty governing structures to ascertain their efficiency and efficacy in carrying out faculty objectives and shall report its findings and recommendations to the FEC and the Biomedical Faculty Council.
- ~~l. k.~~ It shall periodically review the status of Medical Faculty interactions and relationships across Institutional lines, including those with campus based faculty, and shall report its findings and recommendations to the FEC and the Biomedical Faculty Council.
- ~~m. j.~~ An officer of the MFEC **who is in an academic track** shall be designated annually to serve as a voting member of the Faculty Executive Committee.
- ~~n. m.~~ An officer of the MFEC **who is in an academic track** shall be designated annually to serve as a member of the Biomedical Faculty Council.

2. Membership

- a. There shall be ~~eighteen~~ **twenty** faculty members: three officers; Chair, Vice Chair, and Past Chair; and ~~fifteen~~ **seventeen** others who shall be elected from the ~~hospital-based voting~~ **academic** faculty **and from faculty in the Clinician**

Educator track. The chair of the FEC or his/her designee shall be invited to attend, ex officio, with voting privileges.

- b. There shall be at least 2 members from each of the following Medical Faculty tracks: (1) teaching scholar, (2) research scholar, (3) (research), (4) Undeclared. **There shall be at least one member from the Clinician Educator track.**

- c. **At least one member shall be elected from the faculty with rank below associate professor.**

- d. ~~e.~~—The Dean of Medicine and Biological Sciences or his/her representative, the Associate Dean for Medical Faculty Affairs or his/her representative, the President of the University or his/her representative, the Presidents/CEOs of the hospitals/systems or their representatives will be invited to attend, ex officio, without vote.

3. Term of Office

- a. Six **or more** members **as needed** of the committee will be elected each year for three year terms.
- b. Each year a Vice Chair shall be elected by mail ballot from **academic faculty** ~~among the voting Medical Faculty~~ with the title of Associate or Full Professor. The year following service as Vice Chair, that person shall become Chair, and the year after serving as Chair, that person shall become Past Chair.

4. Method of Election

- a. The Sub-Committee on Nominations of the MFEC shall consist of three members of the MFEC and will solicit nominations from the **academic faculty and from faculty in the Clinician Educator track** ~~voting Medical Faculty~~, members of the MFEC and the FEC to develop a panel of potential nominees.
- b. The Sub-Committee on Nominations shall place the candidates into as many categories as there are vacancies, in such a fashion as to insure a reasonable balance and wide representation among groups being cognizant that inclusion of women and minorities in the MFEC and balanced representation from among the hospitals, departments, faculty tracks, **and** academic degree ~~and employer~~ are considered to be essential in order for the Committee to fulfill its charge.
- c. The members will be elected by the voting members of the ~~hospital-based~~ **academic** Medical School Faculty **and the medical school faculty in the Clinician Educator track** from a ballot of candidates selected by the Sub-Committee on Nominations of the MFEC.
- d. The Vice Chair of the MFEC must be elected by a ~~majority~~ **plurality** of those voting for that position from a slate of ~~two candidates~~ proposed by the ~~Nominations Committee~~ **Sub-Committee on Nominations**.
- e. Non-officers of the MFEC shall be elected by a plurality of those voting for each category. In the event of a tie vote, a run-off election by mail ballot will be held to decide the winner.

5. Resignations

- a. Officers of the MFEC

- i. Chair - If the Chair is unable to continue in office, he or she shall be replaced by the Vice Chair, who shall hold office for the unexpired term of the resigned Chair and for the year that he or she would in the normal course of events, be Chair.
- ii. Vice Chair - To replace a Vice Chair who has taken the office of a resigned Chair, or to replace a Vice Chair who resigns, an election shall be held **as in 4 C**.
- iii. Past Chair- In the event of a vacancy in the office of the Past Chair, the MFEC shall select one of its third year members to be Past Chair. The Sub-Committee on Nominations shall then fill the vacancy created.

b. Non-Officers

- i. The Sub-Committee on Nominations shall make an interim appointment of a non-officer for the MFEC, subject to review by the Faculty at its next Faculty meeting. Such interim appointments shall last only until the next election. If there are more than two vacancies to be filled, a special election to fill them shall be held as soon as possible.

Part 1.1B

B. Non-Voting Members

Non-Voting members of the Faculty shall include the Administrative Vice Presidents; the Associate Deans of the Faculty, the College, Medicine and Biological Sciences, Student Life, Research, the Graduate School; the Dean of Campus Life and Student Services; the Dean of Summer and Continuing Studies; **Professors, Associate Professors, Assistant Professors and Instructors associated with the Medical School and having Clinical in their titles;** Professors and Associate Professors Emeriti; the Registrar;....

RATIONALE: In 2001 Brown Medical School created the Clinician Educator Faculty track. These faculty members devote substantial time to teaching (at least 200 hours per year) and have involvement in scholarly activity, but are not voting members of the Brown Faculty. Giving them representation on the Medical Faculty Executive Committee will give them appropriate recognition of their contribution and allow them to play a role in medical faculty governance. Listing Clinical Faculty as Non-Voting Members removes the ambiguity that arises from giving them the ability to elect members of the MFEC, while remaining non-voting members of the faculty.

Prof. Tyler asked if the proposed change would affect the status of Clinical Faculty outside of the Medical School. It will not.

The motion was carried on a voice vote.

President Simmons spoke next. Her report dealt with the Slavery and Justice Committee Report. She is extremely grateful for the work of the Committee, which sometimes found themselves on shaky terrain. The Report shows students that we can deal rationally and transparently with a very complex problem, that we can apply models and an organized thought processes. The Report is very substantial. She thanked the Committee again. The Report has been discussed at meetings with several groups. Letters about it are coming in and the web site has generated some comments. Discussions will be held until mid January, when the Report will be presented to the Corporation. A University response particularly concerned with the recommendations in the Report will be prepared.

Prof. Savage noted the Report mentioned attracting students from Africa. Is this related to the internationalization efforts? The President commented that certainly the need in Africa is very large. We would have made efforts in Africa even without the push for internationalization. A question was asked about printing and dissemination of the Report. We will distribute it widely, probably in the context of the University's response. The Bookstore now has some black and white copies for purchase. Prof. William Simmons commended the recommendation about supporting Providence and statewide schools. Prof. Warren commended the constructive process in preparing the Report. The President commented that she had received a letter from a faculty member at another university, who had noted that President Francis Wayland had condemned slavery in his day and the Report follows that lead. Brown University has shown that we stand for something. The discussion closed with applause for the Committee.

Provost Kertzer spoke next. He first turned the meeting over to Dean Bonde, who described the status of the NRC report on graduate study. Dean Bonde went over several deadlines—the one for Faculty questionnaires is February 15. Questions are asked about race and gender. It was thought best to have individual faculty members answer such questions and she suggested that they be answered. She said the productivity index for faculty in the sciences and social sciences is the number of citations. For faculty in the humanities it is the number of publications. The process for ranking programs is described on the Graduate School web site.

Prof. Waage asked if committee service included national or international committees—no, only service within the University. Prof. Beeman asked if junior faculty are evaluated using the same criterion—no, faculty with five or less years experience are evaluated separately. Prof. Harvey noted that Dean Bonde had said that being Chair of a Doctoral Committee was “worth” five times as much as being a member. This multiple did not seem valid to Prof. Harvey—it is an NRC policy.

The Provost listed the sub-committees working on internationalization and their chairs.

Curriculum, Language, and Study Abroad	Prof. Alcock and Prof. Kerry Smith
Global Environment	Prof. Sala
Global Health	Prof. Daniel Smith
Global Science and Technology	Prof. Tan
Poverty, Inequality, and Development	Prof. Levine

Information about these committees and related topics is on the Provost's web site.

Prof. Cooper presented the report of the Grievance Committee. The report had been distributed with the Meeting Agenda. He commented that he was there because he had lost an election. He praised Prof. Keach for the grace shown in leading the Committee last year. An important aspect of the Committee's work is ensuring due process. He commented that the Committee's work would be easier now that an Ombudsperson is on campus. No questions were asked.

Prof. Risen presented the report of the Committee on Honorary Degrees. The report had been distributed with the Meeting Agenda. He commented that, as he said last year, this is the most boring report as the important matter, the names of candidates, is confidential. He explained that the Committee's work begins in January but is heaviest early in the first semester. The Committee does consider every suggestion it receives from faculty members but cannot be responsive about the disposition of nominations. No questions were asked.

No Old Business existed. No New Business was brought before the Faculty.

The meeting was adjourned at 5:09 PM.

Respectfully submitted,

Barrett Hazeltine
Secretary of the Faculty