

BROWN UNIVERSITY

Minutes of Faculty Meeting—February 7, 2006

The meeting was called to order at about 4:01 PM by President Simmons. The customary motion to adjourn at 6:00 PM was made, seconded, and approved. The minutes of the December 6, 2005 meeting were approved.

President Simmons presented her report. The Boldly Brown campaign effort has had several successful kickoff events; each included a faculty presentation. Student participants and performers also attended. We have raised over \$620 million in cash and gifts. The focus continues to be the priorities of the Academic Enrichment Plan. If faculty members would like to attend upcoming events they are most welcomed and should write Vice President Vanden Dorpel.

She noted the passing of Sidney Frank. In addition to the historic financial aid gift, he helped more than 80 students displaced by the hurricane to continue their studies at Brown. A portion of the \$5 million gift associated with Katrina will provide “recovery semester” scholarships for students at Dillard University, Xavier University, and Tougaloo College. Such scholarships will help the students and will also provide the schools with students to begin the return to normal operations. Brown’s coordinator for Hurricane relief efforts, Geri Augusto, has submitted a report suggesting the present critical needs. Brown, along with Princeton, has set up a high level Strategic Advisory Team, which is already advising the President of Dillard on financial planning and facilities master-planning. Some form of this report will be made available to the university community.

The President noted that the University’s fully licensed police officers would be armed. Only campus police officers, who have completed the two-year program at the Rhode Island police academy, will be armed. Little campus reaction has surfaced to the announcement. The President is satisfied that the management and oversight needed is in place. She is grateful to Chief Porter and the men and women in the Department of Public Safety for their work addressing concerns about safety.

The President said she has been giving a good deal of thought on her fifth year at Brown about what she would like to accomplish before her tenth year. An area of continuing interest is the undergraduate college. She thanked Paul Armstrong for initiating programs that indicate the extraordinary potential to improve on what we are doing for undergraduates. She noted that we are in competition with other institutions for students and we must make absolutely certain we are doing all we can to retain student interest. We must not become too confident. She has asked Provost Zimmer to lead a process to examine how we can improve on the advantages that a Brown undergraduate education offers. Some of the areas of interest include our status as an international university, advising, housing, attracting students interested in science and engineering, financial aid, and other support for undergraduates. Provost Zimmer will present survey data from recent undergraduate applicants, some of whom chose to attend other universities. Nothing is more important to the President than remaining competitive in all areas: the Graduate School, the Medical Division, and the College.

She will ask the Corporation to consider a proposal calling for divestment from companies doing business in the Sudan. She will continue to invite faculty members to report to the Corporation about various parts of the university. This year Dean Clyde Bryant and colleagues from the Division of Engineering will meet with the Corporation.

She asked for questions; none were forthcoming.

Provost Zimmer spoke next. He first thanked Paul Armstrong. A search committee for a new Dean is being put together with suggestions from the FEC. Students and staff will be on the committee. The search for a Vice President for Research is underway and an appointment is expected this spring. The University Resources Committee has completed its work with a recommended budget transmitted to the President. The committee's deliberations were single-mindedly focused on the Plan for Academic Enrichment. The budget will eventually be made public. The intention is to add between 15 and 25 new faculty members this year. Since the beginning of the effort about 55 faculty members have been added but only one last year. The proposed budget includes expansion of financial aid to transfer students and more for graduate students. It shows upward pressure on faculty salaries. The context for setting the budget was not easy—pressure existed from increased utility and construction costs, Banner and other IT expenses. The work this spring for the URC will be to consider reallocation of resources. The Provost stated that specific steps to enhance undergraduate education will be considered in certain areas: science education, advising, international programs, concentrations, and housing.

The Provost urged faculty members, as well as departments and programs, to update their web pages. The affect of the NRC review this summer will be important to the University for the next ten years.

The Provost asked for questions. Prof. Bergeron noted that one must have the very latest browser to do the web page update. Dean Bonde said the most important part of the update is the listing of research grants and publications. Prof. Raaflaub commented that office space will be needed for these new faculty members, that some buildings are very crowded. The Provost agreed; he has been absolutely pre-occupied with this issue. It is hard to create space quickly. The Space Committee has collected much relevant data. The President asked whether information about available space could be made public. Associate Provost Dunbar will do this.

Professor Pelcovits, Chair of the FEC, spoke next. The search for an ombudsperson is under way and one is expected in place by next year. The faculty committee on the campaign is nearly completed—more volunteers and persons nominated were available than needed. A Faculty Forum on Sabbatical and Leave Policy is scheduled shortly followed by one on the proposed Integrative Science and Engineering Program. A third forum on the grading system—addition of pluses and minuses—had been requested by the CCC. The FEC believed a broader audience than just faculty would be appropriate for such a forum and the Deans of the College and the Graduate School will arrange such. Prof. Pelcovits noted that the topic appears to be of great interest to undergraduates. During the Corporation Weekend the FEC, together with one department chair from each of the major divisions of the University, will meet with the Corporation. The agenda will include the influence of the Campaign on the University's academic reputation, communication between departments and the administration, and the departmental budget process.

Prof. Pelcovits commented on the two motions next on the Agenda. These are distinct motions but together have the purpose of achieving diversity goals.

Dr. Dube then moved the motion on the Agenda to revise the Faculty Rules and Regulations regarding the Faculty Affairs Committee and the Status of Women Committee. Dr. Dube explained the change would focus the Status of Women Committee's charge, streamline the Committee's membership, and mandate consultation between the chairs of FAC, the Subcommittee on Diversity in Hiring, and the Status of Women Committee. She asked permission not to read the entire motion because of its length; she noted the motion was included in the Agenda and follows:

Motion by the Faculty Affairs Committee and the Status of Women Committee to revise the *Faculty Rules and Regulations*.

Summary: Motion to revise the *Faculty Rules and Regulations* regarding the Faculty Affairs Committee (FAC) and the Status of Women Committee for the purpose of 1) focusing the Status of Women Committee's charge on faculty issues, 2) streamlining the Status of Women Committee's membership, and 3) mandating consultation between the chairs of FAC, the Subcommittee on Diversity in Hiring, and the Status of Women Committee.

MOTION: That the Faculty, in Part 1, sections 2.III.D and G of the *Faculty Rules & Regulations* on the Faculty Affairs Committee (FAC) and the Status of Women Committee, delete the existing language as struck-through below and replace it with the proposed new language underlined and in bold below, effective immediately.

D. *Faculty Affairs Committee (FAC)*

1. Charge

The FAC shall represent the Faculty in personnel issues such as compensation, benefits, leaves, and diversity.

- a. It shall supervise periodic professional assessment of the competitiveness of faculty salaries, benefits and leaves.
- b. It shall recommend policy concerning faculty salary, benefits and leaves.
- c. It shall assess the diversity of the Faculty by rank and department and shall advise on faculty retention, recruitment and advancement policies.
- d. It shall promote a fair and equitable environment on campus, in intellectual and pedagogical pursuit, and in employment, compensation, and benefits and leaves practices in accordance with the Corporation Statement on Nondiscrimination.
- e. It shall assess, promote, and review University policies and practices relating to diversity and non-discrimination, as defined in the Corporation non-discrimination statement, in support of which it shall be provided reports on faculty hiring annually by the Office of Faculty Personnel.

- f. It shall report its findings and recommendations to the Faculty and the Academic Priorities Committee (APC).
- g. The Subcommittee on Diversity in Hiring (SDH) shall be a standing subcommittee of this committee.
- h. **The chair of the FAC shall convene a meeting of the chairs and any interested members of the FAC, the Subcommittee on Diversity in Hiring (SDH), and the Status of Women Committee at least once each semester to coordinate the activities of the three committees.**

G. *Status of Women Committee*

1. **Charge**

To encourage changes in University policy and procedures, which could improve the status of women in the University, **monitor and review University policies, procedures and practices as they relate to the status of women faculty and associated academic issues; and to promote the advancement of women faculty at Brown. To accomplish this,** the Committee shall

- a. **obtain data from and** consult with faculty, administrators, and students;
- b. conduct periodic reviews of the status of women **faculty** at Brown;
- c. encourage special programs;
- d. ~~issue periodic reports~~ **conduct periodic faculty surveys and collect equity data;**
- e. and make recommendations for faculty and administrative action.

~~The Committee is empowered to create special adjunct committees, consisting of faculty, students, administrators, staff, and alumnae to assist with its work.~~

- f. **The chair of the FAC shall convene a meeting of the chairs and any interested members of the FAC, the Subcommittee on Diversity in Hiring (SDH), and the Status of Women Committee at least once each semester to coordinate the activities of the three committees.**

2. **Membership**

The Committee shall consist of five faculty members, with at least one from each of the four academic areas **and one from the off-campus hospital-based faculty.** ~~one graduate student; one medical student; and one undergraduate student.~~ The Dean of the College, the Dean of the Faculty, and the Coordinator of Women's Concerns **The Associate Provost and Director of Institutional Diversity and the Associate Dean for Women in Medicine** shall serve as ex-officio members. ~~Every effort should be made to recruit a faculty member from the off-campus hospital-based faculty.~~ **Ad hoc advisors may be invited to contribute at regular meetings and may include representatives from Human Resources, the Sarah Doyle Women's**

Center, the Pembroke Center, the Center for Excellence in Women's Health, and/or others at the discretion of the Chair.

RATIONALE: The FAC, SDH and Status of Women Committee form a natural grouping of committees concerned with issues of diversity and the advancement of women and minority faculty at Brown. The present motion, along with a companion motion regarding the SDH, aims to revise the charges of these committees to improve their ability to achieve these goals.

The Status of Women Committee has recently reexamined its structure and charge. The committee was originally established with a broad mission to address the needs of women faculty, staff, and students at Brown. Since that time, additional means have been established by the faculty and the administration to address the needs of women students and staff at Brown, namely the Diversity Advisory Board and the appointment of the Associate Provost and Director of Institutional Diversity. Given that the Status of Women Committee is a faculty committee with limited energies and resources, it is best to focus its efforts on women *faculty*, and thus revise its charge to reflect this focus. With the proposed focus on faculty issues the committee membership can be reduced to 5 faculty and 2 administrators (The Associate Provost and Director of Institutional Diversity and the Associate Dean for Women in Medicine), eliminating student representation on the committee. Ad hoc advisors willing to assist with committee work will be included in meetings at the discretion of the chair.

Finally, to ensure that these three committees work together in the future on their common goals, regular consultation between the chairs and interested members has been mandated.

Prof. Warren asked about the concerns of non-faculty women—other offices overlook such matters and much coordination exists between the Status of Women Committee and these other offices. Another question asked why students had been eliminated from the Committee—the issues do not seem to be of interest to students and the intention is to streamline the Committee. Dr. Dube commented that since the proposal was first made to eliminate student members no students have attended meetings

The Motion carried on a voice vote.

Prof. Hai then moved the motion on the Agenda to revise the Faculty Rules and Regulations regarding the Faculty Affairs Committee and Subcommittee on Diversity in Hiring. Prof. Hai explained the motion converted the Subcommittee into a regular standing committee, increased the membership from 5 to 6, changed the terms of Committee members from 2 to 3 years, and mandated consultation between the chairs of FAC, the new Committee on Diversity in Hiring, and the Status of Women Committee. He asked permission not to read the entire motion because of its length; he noted the motion was included in the Agenda and follows:

Motion by the Subcommittee on Diversity in Hiring to revise the *Faculty Rules and Regulations*.

Summary: Motion to revise the *Faculty Rules and Regulations* regarding the Faculty Affairs Committee (FAC) and Subcommittee on Diversity in Hiring (SDH) for the purpose of 1) converting the SDH into a regular standing committee, the Committee on Diversity in Hiring (CDH), 2) increasing the membership of the CDH from five to six, 3) changing the terms of CDH members from two to three years, and 4) mandating consultation between the chairs of the FAC, CDH and the Status of Women Committee.

MOTION: That the Faculty, in Part 1, Sections 2.III.D and E of the *Faculty Rules & Regulations* delete the existing language as struck-through below and replace it with the proposed new language underlined and in bold below and that the Faculty Executive Committee be authorized to change all textual references to the Subcommittee on Diversity in Hiring elsewhere in the *Faculty Rules & Regulations* to the Committee on Diversity in Hiring, effective July 1, 2006.

D. Faculty Affairs Committee (FAC)

1. Charge

~~g. The Subcommittee on Diversity in Hiring (SDH) shall be a standing subcommittee of this committee.~~

E. Subcommittee Committee on Diversity in Hiring (~~SDH~~ CDH)

1. Charge

The Subcommittee Committee on Diversity in Hiring (~~SDH~~ CDH) is a standing subcommittee of the Faculty Affairs Committee (FAC) with a separately elected membership. It shall

- a. Work with the Associate Provost and Director of Institutional Diversity, the Dean of the Faculty and the Dean of Medicine and Biological Sciences, and the Faculty Affairs Committee (FAC) to articulate goals for a more diverse faculty and help these officers to achieve these goals.
- b. Assist departments and programs in achieving a diversity that not only reflects the pool of qualified applicants but also identifies Brown as a leader in building a diverse faculty.
- c. Monitor the progress of current searches by reviewing monthly reports of searches provided to the ~~SDH~~ CDH by the Dean of the Faculty and the Dean of Medicine and Biological Sciences. These reports shall list current searches, job descriptions and summary statistics from interim pool reports, short lists, and final hiring decisions. When indicated, the Deans shall refer cases of concern to the ~~SDH~~ CDH for expedited review. The Dean shall provide information about individual ongoing searches on request.
- d. Review denials of promotion, tenure, and re-appointment for adherence to the Corporation Statement on Nondiscrimination and submit findings, in writing, to the TPA and the Provost.
- e. **The chair of the FAC shall convene a meeting of the chairs and any interested members of the FAC, the Committee on Diversity in Hiring**

(CDH), and the Status of Women Committee at least once each semester to coordinate the activities of the three committees.

2. Membership

The membership of the ~~Subcommittee~~ **Committee** on Diversity in Hiring shall consist of ~~five~~ **six** tenured faculty members and the Associate Provost and Director of Institutional Diversity, ex officio. Members shall serve ~~two~~ **three**-year terms.

3. Method of Election

~~Elections shall be staggered. Three~~ **Two** members shall be elected ~~in odd-numbered years and two shall be elected in even numbered years~~ every year. Candidates should be representative of the divisions of knowledge in the University and diversity in the Faculty.

4. Reporting

~~Each semester, the SDH will provide reports on its work to FAC for discussion. The SDH will submit an annual written report to FAC on its activities which FAC shall include in its annual report to the Faculty.~~

RATIONALE: The FAC, SDH and Status of Women Committee form a natural grouping of committees concerned with issues of diversity at Brown. The present motion, along with a companion motion regarding the FAC and the Status of Women Committee, aims to revise the charges of these committees to improve their ability to achieve these goals. At present the Status of Women Committee is a standing committee of the faculty while SDH is a subcommittee of FAC with members elected from the faculty at large rather than appointed from the membership of FAC. Thus, the method of election of the SDH membership is like that of a regular standing committee. Converting SDH to a regular standing committee, the Committee on Diversity in Hiring (CDH) will put it on an equal footing with the Status of Women Committee and make its status consistent with its method of election. The current two-year term of the membership of the SDH has resulted in a large turnover of membership with the subsequent loss of continuity and institutional memory compromising the committee's ability to satisfy its charge. A three-year term is the norm for faculty committees and requires increasing the membership from five to six members to obtain a stable election cycle.

Finally, to ensure that these three committees work together in the future on their common goals, regular consultation between the chairs and interested members is being mandated.

The Motion carried on a voice vote.

Prof. Fischer presented the proposal for the Integrative Science and Engineering Program, which had been included in the Agenda. She pointed out this was the work of lots of people, including committees and chairs of science departments. The present version is the result of much modification of an original proposal. The present discussion is the first of three opportunities to discuss the proposal—the second being the Faculty Forum announced by Prof. Pelcovits. The

goals of the proposal are to have students learn to work across disciplines and to increase the retention of science students by emphasizing collaborative work and undergraduate research. One key feature is a targeted recruitment program aiming to attract a diverse group of outstanding students. The program would include five courses and a significant capstone experience. Students would complete a concentration program in a discipline. Each concentration would decide which of the program courses would satisfy concentration requirements. The five courses would consist of three foundation courses, each taught by an interdisciplinary team of two faculty members. The other two courses would be advanced multidisciplinary electives. Each student would have two summer research experiences. The students will benefit from focused advising.

Much discussion followed. Prof. Fausto-Sterling said she was very concerned about the lack of social context for the science included. Prof. Garcia Coll asked how the distinction between science and social science had been made. Prof. Fischer suggested the departments could supply the social context for science. It was pointed out that Brown is the appropriate size for this endeavor—small enough to work with students individually, large enough to offer full science programs. The question is how do we stay ahead—multidisciplinary work will keep us ahead. Prof. Hai noted that research funds are now being used to subsidize undergraduates working in laboratories. Provost Zimmer pointed out that a large grant that had supported undergraduates doing research had not been renewed but efforts were made and are continuing to find replacement funds. Prof. Suggs commented that more students desire to start research early in their Brown career. Prof. Tullis said we should not identify a group of students as being elite and receiving special funds; other students will want to do research and should have the opportunity. Prof. Fischer said that working with a small group would allow us to get started on a multidisciplinary effort. Prof. Cutts said the program would highlight Brown's strength—research opportunities will attract students. Prof. Prell pointed out that the future of science is cross-disciplinary, which is the tremendous strength of the program. Prof. Savage said the interdisciplinary courses will be hard to teach and difficult to staff—departmental buy-in is necessary. Prof. Fischer agreed that faculty incentives would be a difficult issue. A committee will supervise the new courses. Prof. Monroe applauded the effort but cautioned that graduate students and medical students may be pushed out of research opportunities. The presence of the additional students in the proposed program will have implications for many areas of the University. The Provost agreed that new funding will be needed, that we cannot just squeeze this new program in. We will only do the program if funding is found. Prof. Valles asked about admission requirements—this is a difficult issue, as some able students have not had strong opportunities in high school. Director of Admissions Miller will attend the Forum and talk to the admission issue. The President said a budget is needed at time of the Forum.

Prof. Spoehr presented the Report of the Committee on Nominations. The first part of her report was the result of the committee elections. These were:

BALLOT ELECTION RESULTS:

Appointments effective immediately:

ACADEMIC PRIORITIES COMMITTEE

Marion Orr (Political Science) filling an existing vacancy until June 30, 2008.

Alternate: James Morone (Political Science) filling an existing vacancy to June 30, 2008.

FACULTY AFFAIRS COMMITTEE

William Beeman (Anthropology) replacing Luiz Valente (Portuguese and Brazilian Studies/Comparative Literature) to June 30, 2008.

Kristi Wharton (Molecular Biology, Cell Biology & Biochemistry) filling an existing vacancy to June 30, 2008.

SUBCOMMITTEE ON DIVERSITY IN HIRING

Janet Blume (Engineering) filling an existing vacancy to June 30, 2007.

Matthew Garcia (American Civilization, Ethnic Studies, History) filling an existing vacancy to June 30, 2007.

TENURE, PROMOTIONS AND APPOINTMENTS COMMITTEE

Martin Maxey (Applied Math) replacing Donald McClure (Applied Math) to June 30, 2008.

Barry Connors (Neuroscience) replacing Andrea Simmons (Psychology) to June 30, 2008.

Arlene Keizer (English/American Civilization) replacing Onesimo Almeida (Portuguese & Brazilian Studies) to June 30, 2008.

Dennis Hogan (Sociology) filling an existing vacancy to June 30, 2008.

Prof. Spoehr noted the election for members of the Committee on Grievances would be repeated.

The second part of Prof. Spoehr's Report was nominations for other committees. These were:

NOMINATIONS RECOMMENDED TO THE FACULTY FOR COMMITTEE APPOINTMENTS:

Appointments to be effective immediately:

COMMENCEMENT SPEAKERS

Philip Klein (Computer Science) to replace Greg Landsberg (Physics) to June 30, 2006.

HONORARY DEGREES COMMITTEE

Harvey Silverman (Engineering) to replace Joseph Liu (Engineering) to December 31, 2008.

SUBCOMMITTEE ON DIVERSITY IN HIRING

James Green (History) to replace Evelyn Hu-Dehart (History/Ethnic Studies) to June 30, 2006.

The President called for other nominations. None were made. The motion to approve the nominations carried on a voice vote.

Prof. Risen presented the Report of the Honorary Degrees Committee. The Report had been included with the Agenda. He noted the work of the Committee was fascinating but the Report was boring as the Committee's work is confidential. He reported much cooperation with the Board of Fellows. He urged faculty members to submit nominations and pointed out that unsuccessful nominations are kept for future consideration.

Dean Shaw presented the Report of the Committee on Academic Standing. The Report had been included with the Agenda. He noted the Committee monitors the progress of students and grants permission for them to do things not normally done, such as transfer credit from some study abroad or at other U. S. universities or receive credit for certain RISD courses.

Dean Bonde presented the Report of the Graduate Council. The Report had been included with the Agenda. She mentioned five new or revised graduate programs, the plan for strategic growth of the Graduate School, and ongoing discussion about the aforementioned change in grading policies.

Vice President Hunter presented the Report of the Human Resources Advisory Board. The Report had been included with the Agenda. The Board's charge is how to attract, retain, and train staff at Brown. It deals with such matters as wages and benefits, training, rewards and recognition, health insurance, and limited duration employees. A discussion ensued about elimination of the "7MRP" benefit. Changes in benefits for faculty members are done in consultation with the FAC. Changes have been made in the last few years to make benefits for faculty and staff more uniform. The benefit in question is no longer offered. The President suggested the Report more clearly delineate the change.

No Old Business existed. No New Business was brought up.

The meeting was adjourned at approximately 5:37 PM.

Respectfully submitted,

Barrett Hazeltine
Secretary of the Faculty