Report of the Task Force on Faculty Governance

John E Savage, Chair
http://facgov.brown.edu/taskforce.html
Revising Faculty Governance

Major Goals

- “Improve Quality of Decisions” – President Simmons
- Greater Faculty Engagement in Governance
- Faculty Empowerment
- Logical Allocation of Responsibilities
  - Faculty Responsible for Self-Governance
  - Administrators Participate in Shared Governance
Faculty Governance Task Force

Members

- John Savage, Computer Science (Chair)
- Nancy Armstrong, English (Vice Chair)
- Russell Church, Psychology
- Anne Fausto-Sterling, Molecular, Cellular Biology, Biochemistry
- Richard Fishman, Visual Art
- Peter Gromet, Geological Sciences
- Rajiv Vohra, Economics
- Michael White, Sociology
Revising Faculty Governance

Objectives

- Better Decisions via Faculty Empowerment
- Logical Reallocation of Responsibilities
- Reduced Workload (now 44 comms, 237 slots)
- Reflect Diversity in the Faculty
- Details on Proposed Structure
  - 17 faculty committees; 108 slots
  - 8 administrative advisory boards; ≥ 32 slots
  - Committees (25) & slots (≥ 140) at 60% of current
## New/Revised Committees

- Academic Priorities Committee (APC)  6
- College Curriculum Council  8
- Faculty Affairs Committee (FAC)  6
- Faculty Executive Committee (FEC)  9
- Graduate Council  8
- Nominations Committee for FEC (NCFEC)  0
- Tenure, Promotion, & Appointments (TPA)  12
- University Curriculum Committee (UCC)  0
- University Resources Committee (URC)  6

**Total:** 55
Continuing Committees

- Honorary Degrees 7
- University Disciplinary Council 4
- Standing Comm. on Academic Code 6
- Presidential Advisory Comm. on Corporate Responsibility Investment 3
- John Carter Brown Library Liaison 6
- Medical Faculty Executive Comm. 9
- Comm. on Medical Faculty Appointment 8

43
Committees Under Discussion

- Affirmative Action Monitoring Comm.
- Grievance Committee
## Proposed Administrative Advisory Boards

<table>
<thead>
<tr>
<th>Board</th>
<th>Administrator</th>
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<tbody>
<tr>
<td>Advisory Board on Diversity</td>
<td>Senior Administrator</td>
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<tr>
<td>Benefits Advisory Board</td>
<td>VP Administration</td>
</tr>
<tr>
<td>Campus Planning &amp; Resources Board</td>
<td>VPs Administration/Planning</td>
</tr>
<tr>
<td>College Advisory Board</td>
<td>Dean of College</td>
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<tr>
<td>Computing Advisory Board</td>
<td>Vice President CIS</td>
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<tr>
<td>Faculty Development</td>
<td>Dean of the Faculty</td>
</tr>
<tr>
<td>Library Advisory Board</td>
<td>University Librarian</td>
</tr>
<tr>
<td>Research Advisory Board</td>
<td>Vice President for Research</td>
</tr>
</tbody>
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Chair: Senior Officer; Vice Chair: Faculty Member; Members: Faculty/Students/Admin, as appropriate.
Strengthening Role of Faculty in Governance

- **New** Academic Priorities Committee
  - 6 Faculty, 6 Administrators
- **Tenure, Promotions, Appointments Committee**
  - Run by Faculty
- **New** Faculty Grievance Committee
- **New** Faculty Affairs Committee
  - Supervise and Recommend on Compensation, Benefits, Leaves, Recruiting, Retention, and Diversity
- **New** Administrative Advisory Boards are Faculty Approved
Issues Generating Faculty Interest

- Membership Limitations on 4 of 25 Committees
  - Full Profs on TPA
  - Tenured on APC, AAMC, Grievance
- Open Nominations, by FEC, Provost Role
- Assignment/Retention of AAMC Tasks
- Grievance Procedures
- Revision of UCC
  - Retention of CCC and Graduate Council
Task Force Recommendations on Membership

- TPA – Full Profs, Three per Division
- Limited to Tenured Faculty:
  - Grievance Committee, AAMC, and APC
  - APC: “tenured faculty of broad experience and scholarly distinction who are expected to serve the general interests of the Faculty”
- All Other Committees Open to All Ranks
Nominations and Elections

- Task Force Assigns Nominations to FEC
  - FEC Already Does Ad Hoc Nominating
  - Number of Faculty Slots Greatly Reduced
  - General Call to Faculty for Nominations Will be Made

- What is Role of Provost in Nominations?
  - Provost prepares ballots for Faculty Vote on APC and URC from nominations prepared by FEC

- Why is Provost Given this Role?
  - We want Provost to have confidence in and make use of APC and URC, two important committees
Assignment of AAMC Tasks

- Assessment and promotion of diversity
  - Faculty Affairs Committee (FAC)
- Review of negative decisions against protected groups (illegal if automatic?)
  - Faculty Grievance Committee (FGC)
- Monitoring Each Search
  - Three monitoring models: a) administrative, b) standalone committee, c) FAC or FGC subcommittee
Grievances That Would Be Handled

- Violations of Academic Freedom
- Discrimination on Grounds of Sex, Race, Color, Religion, Age, National & Ethnic Origin, Sexual Orientation, Gender Identity & Expression
- Irregularities in Application of Employment Procedures, etc.

A Standing Committee of Experts, Not Ad Hoc
Revision of UCC

- Faculty concern: Functions of Graduate Council and College Curriculum Council weakened under proposed structures

- Response:
  - Retention of Graduate Council and CCC as Faculty committees.
  - UCC now composed of members of CCC and Grad Council to handle overlapping issues