

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
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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
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Committees Under Discussion

- Affirmative Action Monitoring Comm.
- Grievance Committee

Proposed Administrative Advisory Boards

Board

Advisory Board on Diversity
Benefits Advisory Board
Campus Planning & Resources Board
College Advisory Board
Computing Advisory Board
Faculty Development
Library Advisory Board
Research Advisory Board

Administrator

Senior Administrator
VP Administration
VPs Administration/Planning
Dean of College
Vice President CIS
Dean of the Faculty
University Librarian
Vice President for Research

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