

Summary Report
AS&E Executive Committee Meeting
May 19, 2004

Attending: Kathleen Camara, Behrouz Abedian, Paula Aymer, Gregory Botsaris, Ross Feldberg,
David Garman, David Sloane, Linda Abriola, Susan Ernst and Steven Marrone.

The Committee opened with a discussion of past meetings. The May 5 report was approved for posting. K. Camara explained that she had tentatively scheduled the two open meetings for the faculty next year for October 6 and either February 9 or February 16. It was agreed that the Committee's final meeting of the current year should be at Gargoyles.

K. Camara then went down the list of committee liaison assignments for the next academic year. D. Harder will be our contact with the Trustees Administration and Finance Committee; D. Garman will serve for the Trustees Academic Affairs Committee; D. Sloane for the Trustees University Advancement Committee; D. Harder will continue to sit in on the AS&E Budget and Priorities Committee meetings; and D. Garman will attend Educational Policy Committee meetings.

Attention then turned to the summary of Committee activities to be presented at the upcoming AS&E meeting. The summary will be limited to a short oral report given by K. Camara. She will mention our work to encourage departmental meetings on diversity in the classroom and to enhance faculty benefits, talk about the need to continue the reorganization of committee structure, and then remind the faculty that we need committee reports in order to make our survey of unresolved issues to present to the faculty in the fall. B. Abedian agreed to undertake the review this summer, once committee reports have been filed.

The next item of discussion concerned Committee tasks for next year. K. Camara brought up the restructuring of AS&E, especially the sharper division between A&S and Engineering, and the separation of budgetary responsibilities. Both deans present remarked that members of the administration would be meeting four hours per week over the summer to work out a solution before the beginning of the fall semester. K. Camara suggested that the Executive Committee plan a meeting early in the fall to look over the AS&E committee structure with an eye to accommodating changes made at the administrative level. She also noted that she would respond to Fred Nelson, indicating that we want to put off a decision on whether or not to disband the AS&E Salaries, Corollaries and Benefits Committee until after that early-fall review. Members present agreed tentatively to meet on August 25 to begin the restructuring discussion. R. Feldberg recommended that a smaller group prepare for the review by mapping out the key issues first, and G. Botsaris added that it would be important to look at the report of the Executive Committee from its first year, when considerable attention was given to committee restructuring. K. Camara, D. Garman and S. Marrone agreed to constitute the smaller, preparatory group.

S. Marrone raised the matter of the Kaleidoscope Report. When S. Ernst noted that the report presented two weeks before to the Executive Committee had been posted on the web, Marrone asked whether the deans intended to issue a response or report of their own on the Kaleidoscope findings. Ernst answered that, because the deans agreed that the Kaleidoscope report was itself incomplete, there might be little utility in commenting further on it for the faculty. D. Garman then asked, if that was so, what the next step should be. Perhaps a faculty group should be charged with making recommendations on what should be done. S. Ernst was not convinced a new faculty committee was necessary; at any rate, she wanted time to think about the suggestion. Marrone urged quick action, arguing for an official response to the Kaleidoscope Report followed

by recommendations to the faculty. As D. Sloane put it: What becomes of the Kaleidoscope Report?

L. Abriola pointed to the question of who will deal with the findings of Kaleidoscope—the former Ad Hoc Committee on Faculty Retention, the Executive Committee? Again, S. Ernst responded that she wasn't ready to decide. R. Feldberg suggested reconvening the original Ad Hoc Committee. He added that the goal should be coming up with an action plan. P. Aymer suggested that the Executive Committee itself should devote time to discussing the Kaleidoscope findings and deliberating on its significance. Perhaps that would permit the Committee to suggest concrete responses to the deans. D. Sloane seconded the call for the Executive Committee to keep the matter under discussion, perhaps even asking the Ad Hoc Committee for its comments. When Marrone inquired once more whether a committee would be designated to digest the Kaleidoscope Report and devise an action plan, S. Ernst responded emphatically that a committee would be established by the deans. K. Camara offered a summary of the discussion. It would seem that all agreed that a committee will be established, perhaps one consisting largely of former members of the Ad Hoc Committee on Faculty Retention, and that it should be asked to meet in the fall to plan an action statement in response to the Kaleidoscope Report. Both S. Ernst and L. Abriola thought that the Ad Hoc Committee would be the right place to start looking for members. They promised to make a statement to the faculty that such a committee will be established, with the task of presenting an action plan. S. Ernst also said she would look to see whether the Ad Hoc Committee had sent a report of its actions to Mel Bernstein.

L. Abriola and S. Ernst then left the meeting. S. Marrone returned to the question of whether the Executive Committee should, as P. Aymer had suggested, set aside time formally to consider the Report. A long discussion followed, in which R. Feldberg recommended that we make sure the planned committee is established and then convey to it our belief that the University faces a problem with Faculty Retention. M. Davies was invited into the meeting room to provide information on the Ad Hoc Committee. She listed its membership: E. De Bernardez Clark, Downing Cless, Gerald Gill, Anne Gardulski, Calvin Gidney, Fulton Gonzalez, Diane Souvaine and Kathleen Weiler. The committee had no chair. She noted that it issued a final report in the summer of 2001 and then disbanded. It was at the urging of the Pan-African Alliance that Mel arranged for an outside consulting group to interview recently hired faculty, including those not retained, in order to gather data about faculty retention. Kaleidoscope was the group chosen. A draft of the Kaleidoscope Report was sent to the administration in January 2003, but the deans returned it with questions, urging further work. Only in the fall of 2003 was the finished report delivered by Kaleidoscope to Tufts. M. Davies urged the Committee to consult the 2001 report of the Ad Hoc Committee.

(Reporter: Steve Marrone)