

Arts, Sciences, and Engineering Faculty Executive Committee  
Annual Report  
2008-2009

During the 2008-9 academic year, the AS&E Faculty Executive Committee met in regular session twelve times, and as part of the Agenda Setting Committee (which includes the President, Provost, and Deans) another eight times. Regular Committee meetings occurred on Monday afternoons between 3:00 and 4:30 pm. Deans Sternberg and Abriola were invited to attend, and frequently joined, the meetings at 4:00 pm. Agenda setting meetings occurred at 1:30 pm on Wednesdays immediately following regular AS&E faculty meetings, and focused on setting the agenda for AS&E faculty meetings one month hence. The Committee was co-chaired by Chris Swan and Kent Portney. Additionally, the Committee provided AS&E faculty representation to three Trustees Subcommittees: Academic Affairs (Portney and Wechsler); Advancement (Swan); and Administration and Finance (Tobin). And Committee members served as Liaison to the faculty Committee on Committees (Howe), EPC (Hirsch), Equal Educational Opportunity (Hirsch), and Budget and Priorities (Portney).

Pursuant to its bylaws charge, the Committee tackled a number of specific issues over the course of the year. These included:

- Examining and monitoring under-performing faculty committees
- Discussing with the deans issues of decisions on space utilization
- Faculty and staff child care benefits
- Deans' proposal to move from the current 2 and 4 year review of untenured tenure-track faculty to a single 3 year review. After discussion, the Deans withdrew the proposal
- Monitoring and providing periodic input on the University's budget
- Discussing the Deans' plans to enforce a common set of standards across departments for full-time, non-tenure earning faculty
- Examining the progress of the ad hoc faculty committee on learning outcomes, and providing input on future processes as this effort moves forward
- Monitoring compliance with IRB/research on human subjects compliance involving student research
- Receiving a report on the status of the "campus climate" for untenured tenure earning faculty as reflected in the COACHE survey process and results, setting the stage for the report that will emerge from the survey conducted during 2008-9.
- Discussing the role of the faculty in the context of efforts to unionize the office, clerical, and lab staff of the University
- Working with the Committee on Committees to recruit outstanding slates of candidates for elective AS&E committees

In order to address these issues, the Committee invited various people to its meetings, including Harry Bernheim, Dawn Terkla, Bruce Hitchner, Vickie Sullivan, Andrew McClellan, Keith Maddox, Kris Rondeau, and others. Additionally, the Committee formed three subcommittees as follows: a subcommittee to examine the shift in emphasis and funding from MA to PhD programs, consisting of Steve Hirsch and Teresa Howe; a subcommittee on learning assessment and outcomes consisting of Chris Swan and Roger Tobin; and a subcommittee on faculty and

faculty/student research consisting of Judith Wechsler and Kent Portney. The Committee held its now annual luncheon for A&S and AS&E faculty committee chairs in order to discuss any and all issues that said committees were working on.

The Committee's assessment of its progress on these and emerging issues suggests some items for the work of the Executive Committee for 2009-10. These might include:

- Continued interest in the campus climate for untenured tenure-earning faculty, specifically with regard to communications of standards for tenure and promotion, and particularly for faculty of color. This would presumably be done in the context of a follow-up report on the COACHE survey
- The possibility of revisiting the bylaws of specific faculty committees, especially EPC and Curriculum, to ensure the broadest possible faculty representation
- Furthering the task of implementing a system of electronic voting for elective faculty committees
- Entertaining new and improved ways for the faculty committee structure to provide support for faculty and faculty/student research. Currently, the faculty committee structure is fragmented across the Faculty Research Awards Committee, the Faculty Research Support and Facilities Advisory Committee, and the Information Technology Committee
- Monitoring the implementation of the Deans' efforts to standardize the contract requirements for full-time, non-tenure earning faculty
- Ensuring that a plan is developed and in place to reward productive faculty who, for reasons related to the overall financial situation of the University, did not receive merit compensation increases for 2009-10 and may not receive increases for 2010-11
- Monitoring and providing input into the process of designing and implementing a system for learning outcomes assessment.

Submitted 4 June 2009

Chris Swan, Co-Chair  
Kent Portney, Co-Chair  
Steve Hirsch  
Teresa Howe  
Roger Tobin  
Judith Wechsler