

A&S&E Faculty Advisory Board for Administration Annual Report 2007–2008

The Faculty Advisory Board for Administration (FAB) completed a very active year. The recent activity captures FAB's important role in the regular review of senior administrators as a function of faculty governance. It offers a real ability to confer value in identifying areas of strength as well as areas of possible improvement for our most senior administrators. In 2005–2006 FAB was collectively interviewed by a trustee committee as part of the review of President Bacow. Last academic year, 2006–2007, I served as the designee of FAB as a member of the university-wide team convened to review Provost Bharucha.

During the current academic year, FAB completed a fifth-year review of Dean Linda Abriola of the School of Engineering.

This planned review was commenced in the fall, punctuated by meetings with all the principals to discuss and agree upon the scope and trajectory of questions. These questions were circulated under the signature of the provost to all full- and part-time A&S&E faculty. In addition, current and former staff members reporting to Dean Abriola, current and former School of Engineering department chairs, and current and former chairs of appropriate faculty committees (e.g., Tenure and Promotion) were also solicited.

Responses could be made to a secure email address or via the traditional letter format. Cathy Dohoney played a pivotal coordinating role in the acquisition of the data and in the preservation of the confidentiality of this material. The response period for the survey ended on December 10, 2007. Members of FAB individually read all of the responses, formulated a summary of these comments, and transmitted this report to the provost on March 2, 2008. The provost then shared this document with Dean Abriola. The responses offered material that was rich in texture and allowed the preparation of a document that was, we believe, of considerable value to all parties. By a vote of this faculty, I am restricted from making further comments regarding the content of the review.

As a result of conducting this year's review and participating in the review of the president and the provost, FAB has on its 2008–2009 agenda to explore mechanisms by which the review of senior A&S&E administrators could be carried out in a more transparent manner. A summary of the existing procedures accompanies this narrative as an Appendix entitled, "Faculty Advisory Board (Administration) Procedures for Review of Senior Arts, Sciences and Engineering Academic Administrators." This document will serve as a platform for conducting further amendments/revisions to the review process of senior A&S&E administrators.

FAB, potentially, could have conducted another review during academic year 2007–2008. This review concerned Dean Glaser, Dean of Undergraduate Education. Dean Glaser was appointed to his position in September 2003. In January 2005, in addition to his original responsibilities, he became the presiding officer of the undergraduate education organization (Student Services and Student Affairs) and responsible for athletics. His span of control was as a result significantly increased. The expansion of responsibilities, by his estimate, accounts for 30 to 35 percent of his time and effort. As a result of these broadened responsibilities, FAB became concerned that not enough time had elapsed for adequate review of these "new" and additional functions. FAB caucused, consulted with the Executive Committee, and elected to postpone the review of Dean Glaser. I informed Dean Glaser of this decision on December 21, 2007.

The other major activity of FAB in the current academic year was representing the faculty in the search and hiring process of a successor to Cathy Doheney as Secretary of the Faculty. Teresa Howe led the FAB input to this process, which resulted in the selection of Jillian Dubman as the candidate for the position. This was confirmed by a vote of the Faculty of Arts, Sciences and Engineering.

I am concluding a two-year term as convener of FAB. Without the support of my colleagues (Harry Bernheim, Bob Cook, Teresa Howe, and Gib Metcalf), the report I make today would have been impossible. I also must thank Kent Portney and Boris Hasselblatt of the Executive Committee for numerous consultations and advice. In the end, FAB could not have functioned without the dedication, wisdom, and attention to detail exhibited by Cathy Doheney. Thanks to all for the collective support. Bob Cook will be the new convener of FAB for 2008–2009.

David M. Gute