Overview of Faculty Governance System

Faculty Executive Committee February 3, 2023

The task before us

The governance system, adopted in AY2015-2016, is due for a formal review in AY2023-2024.

This semester, it is FEC's goal to prepare us collectively to engage in this important work.

Today, we're going to provide an overview of the structure and function of the current governance system, and take informational questions.

In future conversations (not today!) we plan to...

- (a) Identify strengths and weaknesses of the current system
- (b) Prioritize which problems we want to solve
- (c) Develop potential solutions to the problems we want to solve

Rationale for the current system



Rationale for the current system

Efficiency (*How to populate committees?*)

Equity (Who serves, when, and how much?)

Committee need (What service is essential & potentially unpopular?)

| Committee | Members | Constraints |
|-----------|---------|--|
| ATC | 7 | Tenured / 1 from each division (no 2 from same dept) / No CAFR, PC, FAB |
| PC | 5 | Tenured / 1 from each division (no 2 from same dept) / No ATC, CAFR, FAB |
| FEC | 4 | None |
| IPPC | 3 | 1 serves as Vice-Chair |
| CEPP | 5 | 2 tenured / 1 from each division (no 2 from same dept) |
| CAFR | 4 | 1 untenured at time of election / 3 tenured / No ATC, PC, CAS, FAB |
| СС | 5 | 2 tenured / 1 from each division (no 2 from same dept) |
| FDC | 4 | 4 |
| | | |
| | | |
| | | |

Appointed Governance Committees

| Committee | Members | Constraints | |
|--------------------|------------|--|--|
| SDM | 3 | 3 members and the Director representing each division | |
| CAS | 3 | At least 1 tenured / No CAFR | |
| FAB | 5 | At least 3 tenured / 2 may be untenured at time of appointment | |
| IPPC Subcommittees | | | |
| SAS | 1 | | |
| CIGU | 2 | | |
| CSC | 1 | | |
| SRC | 1 | | |
| | = 16 total | | |

Who serves, & when?

Governance service required from:

Tenured faculty Pre-tenure faculty, after pre-tenure research leave Pre-tenure faculty in years 2 or 3 of their tenure track

Service schedule is built upon a seven-year rotation

Who serves, & when?

Tenure-line faculty are required to serve **3 consecutive years of each service cycle**

This means years 4-5-6 at the latest But faculty can choose to serve earlier (i.e., years 1-2-3, 2-3-4, or 3-4-5)

The **ad hoc pool** is constituted by:

Faculty who are in their service cycle but not serving on a committee Pre-tenure faculty in years 2 or 3 of their tenure track

Faculty who **volunteer** for additional service and NTT faculty may choose to serve either a threeyear full term or in the ad hoc pool only

Non-Governance Committees and Other Non-Departmental Service Roles***

Institutional Review Board (IRB) Institutional Animal Care & Use Committee (IACUC) Institutional Biosafety Committee (IBC) Radiation Safety Committee Tenure Appeal Committee (TAC) Safety Committee Campus Safety Advisory Committee Engineering Advisory Committee Advisory Panel (AP) Grievance Panel (GP) Fulbright Advisor Porter-Wachenheim Scholarship Committee

*** This is a non-exhaustive list***

Sub-Committees of IPPC Subcommittee on Budget and Finance Bias Response Group (BRG) Subcommittee on Institutional Effectiveness

ID Steering Committees and Advisory Boards Environmental Studies and Sciences Steering Committee Health Professions Advisory Committee International Affairs Steering Committee Neuroscience Steering Committee Latin American, Caribbean, and Latinx Studies Advisory Board Black Studies Advisory Board Skidmore Analytical Interdisciplinary Laboratory Steering Committee Asian Studies Steering Committee Gender Studies Advisory Board Film and Media Studies Advisory Board

Working Groups, College-Wide Search Committees, and Other Ad-Hoc Service Roles (2018-2022)

Black Studies Program Planning Subcommittee (2018) Academic Planning Working Group (2020) Grading Policy Working Group (2020) Healthcare Working Group (2021) Faculty Advisory Committee (2021-2022) Faculty Compensation Working Group (2021-2022) HHMI Working Group (2022-2023) Search Committees Chief Human Resources Officer (2018) Program Director of Black Studies (2018) President of the College (2019) Chief Technology Officer (2019) VP Advancement (2020-2021) Dean of Students and Vice President for Student Affairs (2021) IdeaLab Director (2021) VP Communications and Marketing (2021-2022, 2023) Dean of the Faculty & VP Academic Affairs (2022) VP Finance and Administration and Treasurer (2022) VP Enrollment & Dean of Admissions and Financial Aid (2022)

What's next?

In future conversations (not today!) we plan to...

- (a) Identify strengths and weaknesses of the current system
- (b) Prioritize which problems we want to solve
- (c) Develop potential solutions to the problems we want to solve

Questions to ponder:

What are our values around service?

What counts as governance service? How does service weigh in personnel review? What decisions should involve faculty? Which faculty?

Does the system function in a way that reflects our values?

Constraints on committee membership (e.g., Divisional representation, tenure status, etc.)

Size of committees

Cohort structure and size

Election process