

**Faculty Executive Committee  
Annual Report 2023-2024**

The Faculty Executive Committee (FEC) would like to begin by expressing gratitude to some key people with whom FEC has worked closely this academic year: Dorothy Mosby, Nora Graubard, Debbie Peterson, and the entire Office of the Dean of the Faculty; Chase Cunningham from Media Services;



*Periclean Honors Forum Council (PHF):* Bakary Diaby, Paul Benzon (for Fall 2024-Spring 2026)

Due to a larger cohort combined with a smaller number of open positions, the problem of not having enough candidates to run elections that had occurred in previous years did not happen this year. However, fall will be to address the cohort-dependent asymmetries between committee needs and faculty availability.

### **Governance Committee Appointments and Replacements**

FEC appointed 3 members of the faculty to serve on 3 standing governance committees. Appointments for three-year terms beginning Fall 2024 are as follows:

*Self-Determined Majors Committee (SDM):* Pablo Gomez  
*Committee on Academic Standing (CAS):* Greg Pfitzer  
*Faculty Advisory Board (FAB):* Ben Bogin

FEC also appointed the following members of the faculty as replacements for AY2023-2024:

*Committee on Academic Standing (CAS):* Katie Hauser  
*Faculty Advisory Board (FAB):* April Bernard (until Spring 2026)

In addition, FEC appointed the following members of the faculty as replacements for AY2024-2025:

*Faculty Advisory Board (FAB):* Xander Prince (for Fall 2024)  
*Self-Determined Majors Committee (SDM):* Sarah Sweeney (for Fall 2024)

FEC would like to express our support of and participation in shared governance.

### **Committees of the Whole**

In a continued effort to encourage broad engagement in meaningful discussion in faculty meetings, FEC hosted a Committee of the Whole in the October faculty meeting to solicit deliberative items for faculty meetings this year. FEC introduced the discussion

faculty input regarding faculty meetings, and followed the conversation with a survey to allow faculty to contribute further ideas. FEC summarized the numerous and varied themes that arose from this discussion in a report that was presented to faculty at the November faculty meeting, and encouraged faculty and committees to approach FEC to facilitate follow-up conversations in faculty meeting and beyond. Responding to

provided an orientation to running faculty meeting to the new Dean of Faculty and her

-person and on Zoom, and the careful management of time during the meeting. Securing the second floor of Murray-Aikins for the majority of faculty meetings this year provided a venue that

more effectively allows small-group discussion than previous locations. In accordance with faculty feedback reflecting a desire for diverse venues for meetings, FEC also hosted four meetings in Gannett Auditorium (one faculty meeting, one faculty-only meeting, and two fora).

FEC facilitated two additional Committees of the Whole in collaboration with other committees. In the December faculty meeting, the HHMI Working Group on Inclusive and Accessible Teaching and Learning hosted a CoW to discuss a draft of their Guiding Principles for Effective Learning Environments. In the February faculty meeting, Promotions Committee hosted a Committee of the Whole to solicit faculty feedback on Full Professor.

### **Fora for Tenure-Line Faculty on NTT Bargaining Process**

In the Fall, FEC co-hosted two fora with the Office of the Dean of Faculty for tenure-line faculty seeking information about the non-tenure-track collective bargaining process. In preparation for these meetings, FEC solicited questions from faculty for the Dean of Faculty. During the meetings, all FEC members took notes of the proceedings. Following the meetings, these notes were compiled and edited, shared with the faculty, and archived on the FEC website.

### **Governance System Review and Faculty-Only Meeting**

In the Fall, FEC discussed aspects of the governance system to focus on for the review process. At the December Committee of Committees meeting (see below), we introduced a Committee Operations Audit that we asked all governance committees to complete. This audit asked for a self-workload, chair responsibilities and selection procedures, with two goals: (1) To identify issues with committee operations that contribute to the overall efficacy of the governance system (2) To give each committee an opportunity to reflect on and improve their own processes. FEC discussed and then compiled the results of this audit in a report that was presented to the faculty in advance of the April faculty-only meeting.

FEC held an in-person faculty-only meeting in April 2024 to update faculty on what FEC had learned so far in our review of the governance system, and to gather feedback from faculty about this process. Although the purpose of the meeting was focused on the review of the governance system, faculty raised and debated important concerns beyond this scope, including philosophies of shared governance, the merit of faculty (and staff and student) presence in meetings of the Board of Trustees, and the contradictions between our service values and practices at Skidmore. Also discussed at the meeting was the years between open committee positions and available faculty to serve. Summaries of notes and the slide deck from this meeting was shared with the faculty and archived on

Following this meeting, FEC discussed our governance review process extensively, and settled on a strategy for AY2024-2025 to focus on making inroads into solving the

expansive conversations about service that faculty desire.

### **Committee of Committees**

FEC convened two meetings of the Committee of Committees, both held in-person in the Murray-Aikins Dining Hall. The first meeting took place in December 2023. In addition to sharing information and updates from all the represented committees, FEC prepared committee chairs for the Operations Audit that would be carried out in the Spring. FEC presented the report from this meeting and provided an opportunity for faculty discussion during the February faculty meeting. The second Committee of Committees meeting was held in May. FEC plans to present the report from this latter meeting and provide an opportunity for faculty discussion during one of the first two faculty meetings of Fall 2024.

### **Working Group and Ad-Hoc Committee Appointments**

From February to March, FEC worked with the Middle States Accreditation Steering Committee (including the Dean of Faculty and the Director of Assessment) to solicit nominations for faculty at-large members of working groups for the Middle States accreditation process. FEC received nominations of 19 faculty by 8 nominators. Eight faculty were selected to serve on 4 different working groups over AY2024-2025.

In May, FEC was asked by the President (in his capacity as chair of IPPC) to consult on the selection of two faculty to join an expanded IPPC Subcommittee for Budget and Finance in Fall 2024 (two staff were also selected in a parallel process). We received nominations of 29 different faculty, from 18 nominators, with 10 nominees indicating willingness and availability to serve. After soliciting faculty preferences for their representatives, FEC forwocouselected in a

**2024-2025 FEC Members:**

Jeremy Day-O'Connell (Music)  
Ting Li (Management and Business)  
Dominique Vuvan (Psychology, **Chair**)  
Murat Yildiz (History)

**Incoming Chairs/Directors of Governance Committees for 2024-2025**

*Appointments and Tenure Committee (ATC):* Sarah DiPasquale  
*Promotions Committee (PC):* Erica Wojcik (interim chair)  
*Faculty Executive Committee (FEC):* Dominique Vuvan  
*Institutional Policy and Planning Committee (IPPC):* Rodrigo Schneider  
*Committee on Educational Policies and Planning (CEPP):* Nick Junkerman  
*Committee on Academic Freedom and Rights (CAFR):* Bill Lewis  
*Curriculum Committee (CC):* Maggie Greaves  
*Faculty Development Committee (FDC):* Tim Wientzen  
*Periclean Honors Forum Council (PHFC):* Joseph Cermatori  
*Athletic Council (AC):* Daniel Peterson  
*Faculty Advisory Board (FAB):*  
*Committee on Academic Standing (CAS):* Greg Pfitzer  
*Self-Determined Majors Committee (SDM):* Catherine Berheide  
*Committee on Intercultural and Global Understanding (CIGU):* Masako Inamoto