FEC Report on the 30 April 2020 Committee of Committees Meeting

FEC members Kendrah Murphy (Chair), Katie Hauser (scribe), Juan Navea (scribe), Casey Schofield (scribe) were present via Zoom, along with representatives from ATC, PC, IPPC, CAFR, FDC, CEPP, CC, CAS, and CIGU.

- 1. The FEC chair thanked committees for their work this semester, specifically expressing appreciation for the work that has been ongoing during COVID-19 pandemic. A FEC member reminded committee chairs to be in touch with SGA as soon as possible, and before meeting times are set, to identify student representative(s).
- 2. Appointments and Tenure Committee report
 - ! ATC reviewed 10 tenure cases; 9 were handled by one ATC, 1 was handled by a different ATC. ATC has been working on modifying its calendar, and the process for the solicitation of internal letters. Currently, the chair of ATC solicits letters; in the future, chairs and program directors will solicit all letters. Modifications to the ATC calendar are meant to ease the process for candidates and chairs/program directors.
 - Some collaborative work with TRB, and CAFR has been sidelined as a result of COVID-19. These committees expect to bring a motion in Fall 2020 about the process and timeline for appeal of a negative tenure decision.
 - ! Worked with PC, DOF office, and Kristie Ford on the decision not to administer student evaluations this semester.
 - ! Interactions within ATC, other committees, and with the DOF office have been collaborative and cordial.

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- ! Interactions within PC, between PC and other committees, as well as between PC and the administration have been collegial and collaborative. The administration has been more available since the pandemic began.
- ! Incoming chair is Barbara Black.
- 4. Committee on Educational Policies and Planning report
 - ! CEPP has finished converging its multiple websites into a centralized site.
 - ! The committee has been working on revising the academic calendar, including revising the policy around religious holidays, and has considered moving study days and

- ! The DOF has been receptive to feedback about issues that CAFR has encountered on campus in terms of thinking about how to address structural and systemic issues that are brought to CAFR's attention.
- ! CAFR observed a decrease in claims of late and so has begun preliminary conversation about how to protect academic freedom and rights in the context of a remote work environment.
- ! CAFR worked productively with CC, CEPP, and CAS on the discussion of a "double A" policy that was proposed by members of SGA.
- ! Incoming chair is Jessica Sullivan.
- 10. Institutional Policy and Planning report
 - ! In response to the Fall 2019 Committee of Committees report, the president initiated a meeting with the vice-chair about questions of trust (with a focus on healthcare). As a result, the healthcare working group met more frequently in the spring.
 - ! IPPC discussed issues and concerns related to the Athletics Facility initiative.
 - ! The college engaged services of Cambridge Hill Partners (CHP) in light of anticipated structural deficits. The consultants planned to hold focus group meetings to gather and report information about how to make institutional decisions that align with institutional values.
 - ! The COVID-19 crisis has complicated the financial landscape. In the coming year(s), the College will have to develop strategies to address two different kinds of budgetary challenges: (1) the short-term financial effects of the current COVID-19 crisis, and (2) the long-term structural deficits facing the College. The College will also have to think carefully about how the strategies developed to address the short-term and long-term budgetary realities affect each other.
 - ! There is some concern about the transition to new institutional leadership in light of the pandemic, as that incoming president will inherit current decisions.
 - ! IPPC leadership has been collaborative and responsive in the second half of the academic year and has responded to concerns in a fluid and thoughtful manner.
 - ! IPPC has met on a regular basis, and it is expected that IPPC will be meeting throughout the months of May and June. The current co-chair and other outgoing members have agreed to be present at those meetings, as needed.
 - ! Members who will be rotating onto the committee will meet for the first time with IPPC tomorrow. Current (including outgoing) and incoming members will continue to meet together in June.
 - ! Incoming co-chair is Joerg Bibow
- 11. Faculty Executive Committee report
 - ! Interactions within the committee have been highly collegial, collaborative, and productive, as has work with other committee members (specifically, this semester,

members of IPPC, CAFR, PC, CEPP, and FDC). Similarly, interactions with DOF have been productive and supportive.

- ! Committee appointments for Fall 2020 have been completed.
- ! FEC continues to work with the office of Communications on changes to the new committees website. FEC specifically acknowledges the excellent work done by Jon Volks and Idalia Sepulveda in creating and maintaining the website.
- ! FEC worked productively with members of PC, CEPP, and FDC on motions regarding changes to the faculty handbook language.
- ! FEC worked with the DOF on transitioning to online (Zoom) faculty meetings, forming a Grading Policy Working Group, and appointing faculty members to the Academic Planning Working Group.
- ! FEC was in the process of developing plans for addressing perennial concerns with IPPC structure and function, but was sidetracked by other urgent business that came up due to the pandemic. The committee will pick this work up in fall 2020.
- ! Incoming chair is Casey Schofield

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