

Faculty Council Annual Report, 2005-06.

Nancy Bradbury, Susan Etheredge, Borjana Mikic, Malgorzata Pfabé (Chair, spring '06), Marilyn Schuster (Chair, fall '05),

Faculty Council participated in a fall retreat with the President's senior staff, the CAP, CMP and ACRA to discuss the planning process and priorities for NEASC reaccreditation and for Smith's long-term planning. We met weekly throughout the year, including regular meetings with the President, the Provost, other administrators and members of faculty committees. We met in October, March and May with the Executive Committee of the Board of Trustees and we sat in on the March meeting of the Finance Committee of the Board.

The Council representatives to elected and appointed committees were as follows:

- Advisory Committee on Resource Allocation (ACRA): all members of Council represent the faculty on this committee which advises the President about the operating budget.
- Committee on Academic Priorities, which makes curricular decisions and advises the Provost on faculty staffing requests: Susan Etheredge
- Committee on Faculty Compensation and Development: Borjana Mikic
- Committee on Mission and Priorities, which considers the capital budget (major expenditures such as new building projects and new programs). In 2005-06 CMP served as the planning committee to prepare the NEASC reaccreditation and the Smith long-range planning document, including a new Mission Statement: Nancy Bradbury, Malgorzata Pfabé (fall), Marilyn Schuster (spring). A subcommittee on CMP acted as the planning coordination committee and included Nancy Bradbury and Malgorzata Pfabé.
- Members of Council served on the following search committees: VP for Advancement; Director of Human Resources; Director of the Jacobson Center;

New initiatives

1. Faculty Council co-sponsored a series of Leadership Seminars with the Provost's Office focusing on specific issues. The seminar topics included: Building the College Budget, Legal Issues Facing Faculty Members, Diversity Issues, Making the Case for a Women's College's Today, Admissions and Student Life, The Rewards of Committee Service: a conversation with colleagues; and Compensation and Post-Tenure Review: demystifying merit
2. Faculty Council set up a series of meetings for Trish Jackson in her first year as Vice President for Advancement with specific groups of faculty members in an effort to improve communication between the Advancement Office and the faculty. Groups included: the Poetry Center, Engineering, JYA and international study, Molecular biologists, chemists and computer scientists, CFCD, and faculty of color.
3. Faculty Council worked closely with the elected faculty members on the Committee on Planning and Resource to help in the drafting of the planning report published by Carol Christ at the end of the academic year: "Re-imagining a Liberal Arts Education."

Policy changes

1. In March the faculty unanimously passed changes to sections 23, 24, 25 and 46 of the Faculty Code. This legislation seeks to align the code with actual practice by recognizing that faculty members must sometimes leave committees before their elected terms are up. The legislation makes it possible for willing faculty members to return and complete their terms after a leave of a year. Substitute members will be elected for year-long positions during the absence of the members elected for three year terms. The legislation allows those who have invested a year or two of work on a committee to return as experienced members when their

value to the committee may be greatest, and it should help maintain staggered terms of service as mandated by the Faculty Code.

2. Continuing the review of grievance procedures begun in 2004-05 with the revision of the mandate of the Grievance Committee, Council members discussed drafts of a "Complaint Resolution Policy" prepared by Georgia Yuan and reviewed by relevant faculty committees. After lengthy discussion at two faculty meetings and consideration of several amendments, final action on the Policy was tabled for consideration in the fall.

Communication with the faculty, the administration and the Board of Trustees

1. In the fall semester, President Christ asked Faculty Council to seek advice from the faculty concerning the extension of Susan Bourque's term as Provost and Dean of the Faculty. Provost Bourque was in the fifth year of a five-year appointment. Nearly 80 faculty members, representing all ranks and divisions, responded to Council's request for advice. In view of the thoughtful and predominantly positive response of the faculty, President Christ extended Provost Bourque's term by three years.
2. In addition to Council's regular meetings with the Executive Committee of the Board of Trustees, we worked with the Chair, Pat McPherson, to improve communication with specific groups of faculty members. We sponsored lunch meetings with a number of Board members for faculty members involved in international study in October, and for faculty of color in March. We hope to continue these lunch meetings in 2006-07.
3. At our regular meetings with the Executive Committee discussion items included: the pace and procedures for renewing the faculty, enhancing faculty retirement, hiring faculty of color, the Center for International Study, the 6-8 most important issues for planning the future of Smith, the methodology for determining the takeout rate of the endowment.

Elections

As part of our mandate, Faculty Council oversaw the committee election process. We are working with Nicholas Howe on a plan for computer calculation of election results using the Hare method.

Continuing and future initiatives:

Over the course of the year we have worked with the Provost, the President, other members of the administration and faculty colleagues about a number of on-going issues that will to be on the agenda in the fall. Among those issues are:

1. to strive for full faculty participation as the College implements the new ten-year plan, "Re-imagining a Liberal Arts Education";
2. to work with CAP on ways to rethink our procedures for defining and approving the authorization of new tenure track positions;
3. to re-structure the daily schedule to open up blocks for meeting times in the middle of the day;
4. to work with CFCD on improving benefits and enhancements for retired and soon to retire faculty members;
5. to review the Academic Freedom Policy, discussed briefly at the May 2006 faculty meeting;

6. to rethink current copyright policy and subsidies as they affect Course Readers. Our goal is to establish a simpler, more streamlined policy and to re-think the effect of rising costs of teaching materials on students;
7. to work with relevant offices and committees toward affordable child care for Smith faculty members.

Council will continue to work closely with other elected faculty committees to strengthen the role of the faculty in the budget and planning process.

Faculty Council for 2006-07

Nancy Bradbury (Chair), Borjana Mikic, Kevin Quashie, Janie Vanpée, and Greg White

The Council representatives to elected and appointed committees are as follows:

Advisory Committee on Resource Allocation (ACRA): all members of Council represent the faculty on this committee

Committee on Academic Priorities: Janie Vanpée

Committee on Faculty Compensation and Development: Greg White

Committee on Mission and Priorities: Borjana Mikic, Kevin Quashie