

Amended September 1, 2011

The first meeting of the Committee of Six for the academic year 2011-2012 was called to order by Greg Call, Dean of the Faculty and Acting President (who is serving in this latter role until incoming President Biddy Martin assumes the presidency in late-August), in his office at 2:00 P.M. on Thursday, July 28, 2011. Present were Professors Basu (via telephone), Ferguson (via telephone), Hewitt, Loinaz, Ratner, and Umphrey, Dean Call, and Assistant Dean Tobin, Recorder.

Dean Call opened the meeting by welcoming new and returning members of the Committee of Six and then discussed with the Committee the process for reviewing Ms. Martin's tenure case. The new president has indicated that she wishes to stand for tenure in the Department of German and the Department of Women's and Gender Studies (WAGS), Dean Call informed the members. The Dean reviewed with the Committee past practices, which have varied over the years, that have been employed for reviewing the tenure cases of Amherst presidents and shared the procedures that would be followed for Ms. Martin's case. He noted that he had contacted the chairs of the two departments, Professors Rogowski (German) and Barale (WAGS), who have agreed, with pleasure, to participate in the tenure process. The Dean said that the same procedures that are used for considering any appointment with tenure would be followed; the Committee of Six would be asked to nominate four full professors to serve on an ad hoc tenure review committee (two from the departments (German and WAGS in this case), and two from outside both departments). The ad hoc committee would review the case and write a letter of recommendation to the Committee of Six. In addition, each member of the ad hoc committee would write an individual colleague letter. The senior members of the two departments would also be asked to collaborate on department letters and submit individual colleague letters—these documents would be provided first to the ad hoc committee, and then, along with the ad hoc committee's recommendation, would be provided to the Committee of Six. The members turned to a personnel matter.

Dean Call next discussed with the Committee the procedures that are being developed for the search for the College's next leader of the Department of Information Technology (IT) and asked for the members' feedback. Dean Call explained that a good deal of conversation, informed by the report of the external team that had reviewed the Department of IT last spring, has already taken place about the position of the head of IT. The review team had recommended that the position, formerly called the Director of Information Technology, be re-named Chief Information Officer (CIO) and re-structured to report directly to the President as a member of the Senior Staff. Dean Call said that Ms. Martin and the Senior Staff unanimously support this recommendation, recognizing the important role that technology plays across the College. He informed the members that Opus Search Partners, a Philadelphia-based firm specializing in searches for leadership positions within academia and other sectors, has been engaged for the search. Continuing the conversation about the search, Dean Call noted that, typically, in an effort to be fully representative, a search committee for a position that touches on the work of the entire campus, as this one does, would be quite large. He said that, when he and colleagues began to envision such a committee, they had felt that it could easily become unwieldy. At the same time, it was agreed that ensuring broad consultation and participation in the search process would be essential to finding the right person for this important position at the College. As a result of discussions of these issues, a proposal for a search model has emerged in which a coordinating committee of six or seven members, drawing on the expertise of a team of search consultants, would be responsible for planning and administering the search, and in working with the Amherst community to define the position and to evaluate the candidates who seek it. The Committee expressed support for such a model and, after some discussion, suggested that the body have the following membership: Dean of the Faculty Greg Call, who would chair the

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committee; Bryn Geffert, Librarian of the College; David Hamilton, Director of Web Services; Marian Matheson, Director of Institutional Research and Planning; Jill Miller, Associate Professor of Biology and a member of the Faculty Computing Committee; and Katie O'Hara Edwards '87, Director of Advancement Operations. It was also agreed that consideration should be given to adding a student or recent alumnus to the Coordinating Committee. The members noted that the Coordinating Committee should be charged with ensuring the participation of a full range of campus constituencies, with the goal of informing the search process most substantively. Among the constituencies from which the Coordinating Committee and search firm will seek involvement and input would be the following departments, offices, and groups: the Faculty Computing Committee (and through its members, the Faculty and Academic Department Coordinators) and the Student Computing Committee (and through its members, the student body); the offices of Admission, the Dean of Students, the Dean of the Faculty, the Treasurer, Public Affairs, the Registrar, and the President; the Library, Center for Community Engagement, and Career Center; and the Departments of Information Technology, Advancement (including Alumni and Parent Programs), Facilities, Human Resources, and Athletics. The Coordinating Committee will advise the search firm on how best to gather input from each of these groups. The committee will also serve as the liaison between the campus and Opus Search Partners.

Turning to the topic of the title for the position, Professor Ratner asked what the reasoning had been for suggesting that it be changed from Director of Information Technology to Chief Information Officer. Dean Call responded that the CIO title appears to signal most effectively the envisioned campus-wide role of the position and that it would be a presidential report. Other institutions of higher learning commonly use this title for the leader of IT, he noted, and asked if the members would have concerns about adopting this name at Amherst. Professors Ratner, Hewitt, and Umphrey, while expressing some hesitation about the more corporate associations that the CIO title might evoke and a preference for the title of Director of Information Technology, also noted that it would be important to select the title that would draw the most highly qualified pool of applicants for the position and that the title could signal the responsibilities and stature that the position would carry. Professor Loinaz asked if the external review team had offered a lengthy rationale for the title change, and Dean Call said that the team had focused on the issue of how best to convey the nature of the position through the title and had felt that CIO would be most effective in this regard. Several members commented that it would be important not to adopt a title that would give the impression that IT and the library would be merged, if indeed that is not the intention. Dean Call said that there are no plans to merge IT and the library, and he noted that one of the tasks of the Coordinating Committee would be to define the position of leader of IT, including the title. The Committee also recommended that the report of the external review team be made available to the Coordinating Committee in order to inform the search. Professor Loinaz asked if the report would be shared with the College community, and Dean Call said that plans are in place to share a summary of the report of the external review team. He thanked the members for their advice and turned to the topic of events planned for Labor Day.

Dean Call noted that the College has experimented with different scheduling models for Labor Day events in recent years, with a goal of freeing up most of Labor Day by foregoing the former tradition of a Labor Day morning Faculty Meeting (which made sense when faculty had meetings with first-year advisees that afternoon). This year, he had proposed to Ms. Martin that, if the Committee agreed, a short Faculty Meeting be held at 5 P.M. in the Cole Assembly Room and followed by a light supper (sandwiches and other items that can be eaten while standing) in Converse lobby. The expectation would be that the Faculty Meeting would be less than an hour

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and that the supper would conclude by 7 P.M., giving everyone time to dress in regalia for Convocation, which would be held at its usual time of 7:30 P.M. (in Johnson Chapel). The Dean said that, under this plan, Ms. Martin would be able to have some time with the Faculty before her first formal event, Convocation. The Committee expressed support for the proposed plan and then reviewed the draft Faculty Meeting Agenda for the Labor Day meeting. Professor Hewitt suggested that, when names are called during the traditional welcome of new members of the Faculty, faculty members returning from sabbatic leaves and leaves of absence, visitors, fellows, new administrators, and administrators in new positions, individuals be asked to stand to be recognized. Dean Call agreed to try this procedure. The members then voted six in favor and zero opposed to forward the agenda to the Faculty.

Professor Loinaz raised the possibility of having a discussion at a future Committee of Six meeting about the structure of Faculty Meetings and how they are conducted. A consideration of this issue would be timely during this upcoming transition in the presidency and would represent a continuation of conversations that the Committee had had last year about faculty governance. Professor Umphrey expressed the view that the members should engage in a discussion of this issue with the incoming president and should explore models of how Faculty Meetings are run at peer institutions to inform the conversation. The other members agreed. The Dean said that he would include this item on a future Committee of Six agenda. On a scheduling note, Dean Call proposed that the Committee's next meeting be on Monday, September 12, and the members agreed on this date and on a time of 3:30 P.M.

Dean Call next informed the members about which departments have been authorized to conduct faculty searches during this academic year. They are Anthropology-Sociology (one position in Anthropology and one position in Sociology), Biology, Economics, English (two positions), Asian Languages and Civilizations and History (a joint appointment shared between the two departments), Political Science (two positions), Psychology, Spanish, and Theater and Dance (a joint appointment shared equally with Mount Holyoke and based at Amherst). More information about the positions can be found at [https://www.amherst.edu/academiclife/dean\\_faculty/employment](https://www.amherst.edu/academiclife/dean_faculty/employment). There were sixteen FTE requests last year, the Dean noted, and all but one of the FTEs are replacements. As anticipated because of the demographic make-up of the Faculty, faculty members have been opting for retirement and phased retirement in relatively high numbers of late. Professor Umphrey asked if the FTE count will go up as a result of the anticipated new hires. Dean Call said that, while the count is going up very slowly because new hires are nearly matched by retirements, the teaching force is larger than in years past, as colleagues on phased retirement continue to teach two courses a year. Phased retirement has become a very popular option, he commented. These colleagues may also continue to serve on committees and to provide other forms of service to their departments and the College.

In regard to the faculty searches, Professor Umphrey asked how priorities and procedures surrounding the diversification of the Faculty will be communicated to departments that are conducting searches. The Dean said that he would work with departments individually to explore ways to attract the most diverse pools of candidates for faculty positions and the best approaches to take when outstanding candidates are identified. For example, he noted that, at times, it may be possible to make more than one hire from an individual search (hiring a second colleague, for example, who does not meet the precise needs of the authorized search but would be able to contribute in important ways to the department, especially if the candidate could meet other near-term needs of the department). Making a second hire from an individual search requires consulting with the Committee on Educational Policy (CEP) and asking for its recommendation on a second FTE allocation to the department. Professor Basu proposed that the Committee have

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a discussion early in the semester about target-of-opportunity hiring at the College. The members and the Dean agreed, and the Committee felt that it would be informative to have Legal and Administrative Counsel Paul Murphy, who has served as Special Assistant to the President for Diversity, participate in such a meeting.

Professor Loinaz next asked whether there is any sense that changes will be made to the College's faculty housing policy. He noted that President Marx had commented on a number of occasions that, while he had encouraged the development of proposals to improve the policy, no proposals had been brought forward. Dean Call responded that some conversations about this issue have taken place within the Housing Committee and the Committee on Priorities and Resources (CPR) in recent years, and he said that faculty housing will be an ongoing topic of discussion. Professor Ratner commented that it would appear that plans to hire larger numbers of new faculty, many with young families, in the coming years will put additional strains on the housing system. Affordable College housing is particularly advantageous to such individuals. Dean Call agreed that faculty housing will be a significant issue in the coming years. The members decided to place the topic of faculty housing on its agenda. Professor Loinaz said that he is also interested in the issue of childcare for College faculty and staff and wondered about the status of a study that is being conducted to explore this topic. Dean Call responded that Marian Matheson has consulted with the CPR and solicited feedback from faculty and staff about their childcare needs and experiences. She is in the process of compiling and summarizing the results of several surveys and interviews and will soon share the information that she has gathered with him and Ms. Martin.

The meeting concluded with a question posed by Professor Umphrey, who asked Dean Call whether the gender identity and expression non-discrimination policy drafted last year had been brought to the Trustees at last spring's Commencement meeting. The Dean asked Assistant Dean Tobin to check with Mr. Murphy about this matter. (Mr. Murphy later reported that such a policy had indeed been brought to the Board at its meeting last May; some Trustees had wanted more information before voting on the proposed policy. He said that plans are in place to bring the proposal back to the Board at its next meeting.)

Before adjourning, the members extended a round of applause and expressed appreciation to Dean Call for his service as acting president.

The meeting adjourned at 4:00 P.M.

Respectfully submitted,

Gregory S. Call  
Acting President and Dean of the Faculty