

**Chancellor's Advisory Committee
Elected Committee
Annual Report for 2002; January 9, 2003**

Membership:

Class of 2003

Frederick P. Brooks, Jr., Computer Science – Chair
Lawrence I. Gilbert, Biology
S. Elizabeth Grabowski, Art

Class of 2004

Philip A. Bromberg, Medicine
Debra L. Shapiro (acting in place of Della Pollock, 2002-2003), Business
Lars Schoultz, Political Science

Class of 2005

David K. Guilkey, Economics
Madeline G. Levine, Slavic Languages and Literatures
Barbara B. Moran, Information and Library Science

Ex officio, with vote:

The Chair of the Faculty, Sue E. Estroff, Social Medicine
The Secretary of the Faculty, Joseph S. Ferrell, Government

Report prepared by: Fred Brooks, Chair, with review by full committee.

Committee charge:

The Faculty Code of University Government states that the Advisory Committee "shall be advisory to the Chancellor in faculty personnel decisions, program planning and assessment, resource planning and allocations, and other matters which are deemed important by the Chancellor or the Committee." The Code also directs the committee to nominate candidates for open seats on the Executive Committee of the Faculty Council and for the positions of Chair of the Faculty and Secretary of the Faculty.

Previous Faculty Council questions or charges: None.

Report of Activities:

The Committee meets monthly. Before each meeting, a rotating subcommittee of three members reviews personnel actions and reports to the full Committee, which makes recommendations to the Chancellor regarding promotions or the granting of tenure, including initial appointments conferring tenure. We did this, as well as starting the nomination process for Faculty Chair. Besides these personnel matters, this year the Committee discussed at length the discrepancies between the appointment, promotion, and tenure criteria for tenure-track faculty in the School of Medicine and those elsewhere in the university. We discussed these concerns with Dean Houpt, and we discussed the new criteria document adopted and forwarded by the School of Medicine. These discussions continue.

We also discussed the report of the Task Force on Appointments, Promotions, and Tenure and will present our views at the relevant Faculty Council meetings.

Two questions discussed at length concerned the role of the Advisory Committee itself, as set forth in any forthcoming modification of the Faculty Code of University Government:

1. Given the new administrative structure, with an Executive Vice Chancellor, should the Committee be advisory to that office, to the Chancellor, or to both? At what stage in the personnel process should its advice be sought?

We have recommended that there should be a new Appointments, Promotion, and Tenure committee, with 12 members elected approximately proportionately from the College of Arts and Sciences, the other Academic Affairs professional schools, the School of Medicine, and the other Health Affairs professional schools. It should be advisory to the Provost and Executive Vice Chancellor, and should replace the Advisory Committee as the top-level professional review of individual personnel dossiers. This recommendation is now before the Committee on University Government.

2. With respect to policy advice, as opposed to personnel advice, what are the proper roles of the Advisory Committee, which is elected by the Faculty, and the Executive Committee of the Faculty Council, which is not?

We have recommended that the Advisory Committee should continue to be advisory to the Chancellor on planning and policy matters, including personnel policies and procedures as provided in our current charter, but not on individual cases.