

Resolution to Appoint an Independent, Faculty Review Committee of the Decision-Making Process that Led to Dean Forman's September 14, 2012 Announcement of the Departmental Closures and Discontinuances (preliminary resolution passed at 12/12 Faculty Meeting)

That the College Faculty shall conduct an independent, faculty-led review of the processes leading to the decisions regarding closures and discontinuances announced by Dean Forman on Sept. 14, 2012. The review committee shall be made up of faculty members elected by the faculty at large. Members of affected departments shall serve only in a consultative capacity.

Procedures for Enacting the Resolution (as per request of the Chair of the Governance Committee, Dr. Stefan Lutz, during and following the December 12th Meeting)

PROCEDURES FOR ELECTING THE COMMITTEE

We suggest a committee of five tenured professors who have no current or recent (since the establishment of CFAC) affiliation with GovCom, CFAC, or the Dean's Office. The Chair of the committee should be a full professor. A request for nominations should go out to the entire College faculty from GovCom and all five members of this committee should be elected by the Emory College faculty at large. Self-nominations are acceptable. To ensure broad representation across fields, three committee members shall be elected as divisional representatives (one member each from the Humanities, Social Sciences, and Sciences), with the top vote-getter securing election in each division. Two members shall be elected in an at-large capacity, with the top two vote-getters being elected. The Chair of the committee will be elected by the committee members at the committee's first sitting.

PROPOSED CHARGE

The primary goal of the ad hoc committee shall be to review the processes, procedures and criteria by which the aforesaid decisions were reached in order to ascertain whether accepted procedural standards were followed. Of particular concern, the committee should review how representation on the CFAC was determined; how information was gathered to review particular departments and programs; how various metrics to evaluate this information were constructed; how the committee conveyed its activities to the constituted bodies of faculty oversight; how the recommendations were communicated to the Administration; and how (or whether) avenues for appeal of these decisions by the affected faculty, departments and programs were provided. The committee may also make recommendations about policies to be adopted in future when program closures or discontinuances are proposed.

We ask that these deliberations be undertaken independently and autonomously by elected faculty representatives to the committee. The committee shall undertake the review in a spirit of collegiality, respect for the motion, and shall exercise due discretion with respect to sensitive materials.

The committee shall request that a liaison be appointed with the Dean's Office and another with GovCom. All present and former members of GovCom, CFAC, and the Dean's Office are asked to cooperate in good faith with the committee and be responsive to written or oral requests for information. We ask that the committee invite feedback from all faculty members as part of these deliberations, to be initiated no later than the beginning of the Spring 2013 semester, and that the results be announced to the faculty by December of 2013.

We ask, as well, that the committee give due consideration to the impact of the cuts and discontinuations on minority faculty and women; to their implications with regards to policies and practices put into effect over the past decade concerning the hiring, retention, and promotion of Lecture Track Faculty; to whether they presage a greater reliance on adjunct labor in teaching at Emory; and to the impact of the relocation of tenured faculty in affected departments on the work of those faculty, along with any other questions or concerns deemed to be within the purview of faculty responsibility for curricular matters.