The Faculty Executive Committee for the Bren School of Environmental Science & Management met eight times during the course of the academic year. The committee identified five issues to be discussed during the year. Other minor items of a day to day nature dealing with Bren School operations were also examined during the course of the year but did not require much in the way of faculty time and therefore are not included here.

1) **FTE Planning.**
   *FTE Plan for AY 2011-12*
   The FEC developed a concrete FTE plan through a series of faculty meetings. The FTE plan from last year was reviewed and the new plan was revised to reflect current recruitment already in progress and future needs should any of the recruitments fail. Faculty voted on the FTE priorities for future recruitments depending on the outcome of the current searches.

2) **Bren Hall Space.**
   The FEC developed a Space policy for Bren Hall. Everyone who already has a space allocation will keep those allocations. New faculty will get one office plus one extra office. If anyone needs lab space they can apply to the Dean each spring with their lab space needs. The Dean can then allocate any available lab space for a specified period of time to those needing such space. Space needs can be formally requested to the Dean annually each spring. Faculty was presented with this policy and voted unanimously in favor.

3) **Faculty Salary Disparities.**
   At the request of the faculty the FEC reviewed faculty salaries. There is a vast disparity in faculty salaries at the Bren School. The FEC were asked to conduct an investigation to find out if Bren faculty were over/under paid compared to their peers on other UC campuses in the same discipline. Part of the issue is that we are trying to do something different here at the Bren School and with so many different disciplines the salaries appear to be vastly different. This makes it difficult when attracting new faculty and retaining current faculty. The results of this investigation were presented to the faculty at a faculty meeting in the spring.

4) **Eco-Entrepreneur/Group Projects**
   Over the past few years the Bren School has been working toward an Eco-Entrepreneur (Eco-E) program, working with TMP to have some of our students interested in this area take classes with engineering students. It was
discovered that the group project schedule did not work well with the schedule needed by Eco-E participants. The new process for Eco-E projects was presented to the FEC for discussion and revision. After feedback from the FEC and a couple of revisions the final plan was presented to the faculty for their approval. With the new process in place the Eco-E students will be able to finalize their projects at the same time Group Projects are finalized, with some added classes and change in when certain portions of the Eco-E projects are completed.

5) **Development.**
A meeting was held to discuss development priorities over the next calendar year along with some long term goals.

At the last meeting for the year the FEC made a list of suggestions for the new FEC committee for 2011-12. In 2011-12 we are having AMC Strategies consulting firm join the faculty at a Fall retreat (two meetings) to help guide us through the process of setting our long term vision and strategies. It is suggested:

1) that the FEC plan to take a significant leadership role working with AMC to design and execute the Bren School’s future strategic plan;

2) that the FEC with the Development office and the Dean on budget planning and fundraising priorities;

3) that new FEC develop the timing and approach for FTE planning early on using the model established in 2010-11.

The FEC conducted a secret ballot of the faculty to elect two new members for next year.

Members of the Faculty Executive Committee

Professor:
Sarah Anderson
Patricia Holden
Christina Tague
**Chris Costello Chair**

Assistant Dean Laura Haston through March
Assistant Dean Satie Airame beginning in March
Assistant Dean Bryant Wienenke beginning in March
Dean Steve Gaines (ex officio)
Assistant to the committee Doris Bleecher
Reviewed and accepted:

Sarah Anderson, Assistant Professor

Christina Tague, Associate Professor

Patricia Holden, Professor

Chris Costello, Professor and Chair