

MINUTES
Faculty of Arts & Sciences
October 7, 2014
Tidewater A, Sadler Center

*Dean Kate Conley opened the meeting at 3:34 PM.
Attendance at the start of the meeting: 55.*

I. Minutes of the Last Meeting

The minutes for the meeting of the Faculty on September 2, 2014 were **approved** unanimously by voice vote:

<http://www.wm.edu/as/facultyresources/fas/minutes/index.php>

II. Report of Administrative Officers

a. Provost Michael Halleran

- Thanked all those who participated in the annual Raft Debate.
- Announced that the Commonwealth will now recognize same-sex marriages as a result of the Supreme Court's recent decision not to take up appeals.
- Announced that Adam Potkay will deliver the fall Tack Faculty Lecture at 7:00 PM on Tuesday, October 28th, at the Kimball Theatre in Williamsburg. Dr. Potkay's lecture is entitled: "Pity and Gratitude: Thinking About Emotions in Philosophy and Literature."
- Noted that the Governor and the state legislature have formulated a budget calling for 5.72% reductions for each of the next two years (FY 2015 and FY 2016); consequently, the carry-forward reduction of state funds is lower than initially projected when the state had called for 5% and 7% scenarios for FY 2015 and FY 2016, respectively. The Provost explained that the College will use one-time funds and slow down (not freeze) staff hiring that is not being paid for by grants or contracts. There is still \$272 million at the state level that the legislature and the Governor haven't identified for FY 2016.
- Reported that the Faculty Assembly, Provost Halleran, and Fanchon Glover (Assistant to the President and Director of the Office of Multicultural Affairs) recently presented to the Board of Visitors on the issue of faculty diversity. Highlighted two points in particular from that presentation: (1) Among our peer group as defined by SCHEV, the only institution with less racial and ethnic diversity among its faculty is the University of New Hampshire, whereas the College ranks in the middle in this regard among Virginia schools. (2) Over a 14-year period, the percentage of the student body from underrepresented minorities has doubled, whereas the percentage of the faculty from underrepresented minorities has not increased proportionally.

- Reminded those in administrative positions that the Censeo effectiveness and efficiency survey is due on Friday, October 10th.
- Noted that the College is conducting a search for a Director of Academic Information Services to succeed Gene Roche by January 2015.
- Barbette Spaeth (Classical Studies) asked the Provost whether the College will attempt to lobby Washington or otherwise respond to the National Endowment for the Humanities' recent announcement that they will no longer fund international travel for summer seminars. The Provost responded that he will be happy to raise the institution's voice to lobby for the NEH and will investigate this announcement further in order to consider an institutional response.
- In response to a question from George Rublein (Mathematics), the Provost clarified that the College will not provide benefits for unmarried partners.

b. Dean Kate Conley

- Noted two of the College's accolades as highlighted in the Provost's report to the Board of Visitors: *U.S. News & World Report* ranks the College 33rd among all universities in the United States, and the College is ranked 2nd for best undergraduate teaching (tied with University of Miami at Ohio and behind only Princeton University).
- Noted that a Board of Visitors vote last spring has resulted in faculty representatives on four BOV committees: Bill Cooke (Physics) on the Athletics Committee; David Dessler (Government) on the Committee on Administration, Buildings, and Grounds; Eric Chason (Law) on the Committee on Financial Affairs; and Suzanne Raitt (English) on the Committee on Academic Affairs.
- Explained that the results of the Censeo survey (see above) will come to Dean Conley's office, after which she will review them with the Provost.
- Noted also that she is involved in phone interviews with deans at universities with similar organizational structures.
- Affirmed that the Dean's Office will continue the practice of asking every search chair three questions: (1) Who is your top candidate? (2) Who is your top candidate from an underrepresented group? (3) Who is your top woman candidate? If the top three candidates are white men, the Dean's Office will probe further to ensure that committees identify a diverse pool for each position.
- Reported that Matthew Lambert (Vice President for University Advancement) had proposed 40% alumni participation by the year 2020 as a goal for philanthropy. Lambert also announced the search to fill a new position in University Advancement for someone to support the Women in Philanthropy initiative; this new position will also support 100 years of women at William and Mary to be commemorated in 2018. Dean Conley will serve on that search committee and has also discussed with the Provost plans to search for a faculty member who will coordinate with the eventual new hire on the academic and intellectual side of the commemoration.

- Announced that the Rector and Vice-Rector will attend the meeting of the Council of Chairs and Program Directors (CCPD) on November 18th, and on November 19th Rector Stottlemeyer will visit classes in Arts and Sciences. This Friday, October 10th, Rector Stottlemeyer will also hold an open conversation with the Faculty Affairs Committee and CCPD in boardroom of Blow Hall.
- Announced that the University administration will soon present a new and more unified visual identity (logo) for the College.
- A remark from the audience noted that there have been technical difficulties with the online Censeo survey, but Barbara Lockett is working to fix these problems.

III. Report from Faculty Assembly

Suzanne Raitt (English), filling in for FA chair David Dessler (Government), reported that Bill Cooke (Physics) recently presented to the FA meeting about the College's budget model. The FA also currently has four main items on the agenda for this year, each assigned to its own working group composed of FA members and others on campus with expertise: (1) redesign of the faculty survey scheduled for release in Fall 2015; (2) research to generate specific recommendations in light of the diversity presentation recently delivered to the Board of Visitors; (3) retirement incentives; and (4) gender climate and sexual assault prevention on campus. John Riofrio (Modern Languages and Literatures) asked for more detail about the BOV's reaction to the diversity presentation, and Suzanne Raitt affirmed that the BOV reaction was constructive, that they had inquired about best practices for recruiting and retaining faculty of color, and that one BOV member had cited the Africana Studies program as a model for generating an environment supportive of faculty diversity.

IV. Report from Retention, Promotion and Tenure Committee

Simon Joyce (English) summarized the committee's work during 2013-2014, reporting that everyone who applied was given a positive recommendation by the RPT that was affirmed by the Dean and Provost; these included fourteen tenure cases, one promotion case, and one case for a new hire joining the faculty.

V. Report from Nominations and Elections Committee

Amy Oakes announced the following candidates running in the October FAS committee elections:

- Phil Daileader (History) and Junping Shi (Math) for a three-year term on the Procedural Review and Personnel Policy Committees representing Area II or III
- Scott Nelson (History) and Sarah Stafford (Economics) for a one-year term as replacement on the Faculty Compensation Board representing Area II

- Michael Daise (Religious Studies) and Anne Rasmussen (Music) for a one-year term as replacement on the International Advisory Committee representing Area I
- Peter Kemper (Computer Science) and Greg Smith (Applied Science) for a one-year term as replacement on the Faculty Hearing Committee representing Area III

VI. Report from Faculty Affairs Committee

Greg Hancock (Geology) reported that the FAC met five times since the last meeting of the Faculty of Arts and Sciences, and they addressed the following items: possible formation of a committee with the RPT, CCPD, and FAC to propose recommendations for clarifying the guidelines and procedures for tenure file submission; discussion with the Faculty Assembly to determine how best to handle the vote regarding NTE service on the Faculty Assembly; collaboration with the Dean to formulate guidelines for the upcoming meeting with the CCPD, Rector, and Vice-Rector; attendance at a CCPD retreat to discuss more efficient cooperation; and a meeting with the NTE Faculty Association to discuss their needs and concerns.

VII. Report from Educational Policy Committee

John Gilmour (Government) and Jack Martin (English) presented three motions of the EPC regarding COLL 300 courses:

- a. A motion to make all COLL 300 experiences parallel by allowing the approved W&M D.C. Program courses and W&M Colloquia to cover cross-cultural topics, global topics, or both. Jack Martin clarified that the language previously used to describe the W&M D.C. Program had only specified the importance of courses dealing with global issues, without mention of cross-cultural topics, so this motion would now make the description of the D.C. Program more consistent with that used for the W&M Colloquia.
- b. A motion to remove the requirement that W&M Colloquia highlight one of the domains. Gul Ozyegin (Sociology) expressed concern that the implementation of the COLL 300s may not match the goals originally articulated for these courses. John Gilmour suggested that she offer a recommendation to the EPC for a revision of the D.C. option for COLL 300s. John Riofrio (Modern Languages and Literatures) clarified that some of the faculty concern about the D.C. option is that courses offered at the Washington office should not automatically qualify as global or cross-cultural; Lu Ann Homza (History) responded that all COLL 300 proposals would need to demonstrate their global or cross-cultural scope to the EPC before acceptance.
- c. A motion to allow the COLL 300 requirement to be satisfied by a single course of 3 credits or a sequence of courses of 3 credits. Jack Martin explained that this change would allow departments more flexibility in

creating 2-credit and 1-credit courses that could combine with one another to satisfy the COLL 300 requirement. Mark Sher (Physics) suggested that the language of the motion should be changed from “a single course of 3 credits or a sequence of courses of 3 credits” to read instead “a single course of 3 credits or a sequence of courses totaling 3 credits.” Bill Cooke (Physics) then submitted a motion to change this language as described by Mark Sher. Bill Cooke’s motion **passed** by a voice vote.

In reference to the document distributed by John Gilmour and Jack Martin prior to the meeting, Sarah Stafford (Economics) asked whether these three motions were asking the Faculty to approve the “COLL 300 Guidelines Proposed by EPC” or instead to approve changes to the “COLL 300 language approved by the Faculty in December 2013.” John Gilmour responded that the intention of these motions was to elicit discussion of the guidelines, not to have the Faculty of Arts and Sciences adopt the guidelines at this time. He clarified that the intention was not to revise the language of the curriculum at this time but instead to propose the amendments that should be considered to that language. Bill Cooke (Physics) suggested that the proposed changes to the COLL curriculum language should be articulated with precision before the Faculty are asked to officially approve them as motions, and John Gilmour responded that the EPC would bring a motion to that effect at a future meeting of the FAS.

In the interest of time, Jack Martin proposed that the Faculty postpone any vote on the COLL 300 amendments and instead focus on the more pressing EPC motion that COLL 100 (normally) and COLL 150 (always) be topics courses, in order to encourage departments and programs to adopt template catalog language for these courses. Barbette Spaeth (Classical Studies) expressed the concern that this policy might enable departments to exclude interdisciplinary courses at the COLL 100 and COLL 150 level. The possibility was discussed of averting this scenario through the use of CLA (COLL) and INTR prefixes for interdisciplinary courses, but Laurie Koloski (History) warned that courses with such prefixes could be marginalized at the department level during merit reviews. Lu Ann Homza (History) noted that prefixes can pose administrative problems for the Registrar and suggested that these designations be used instead as attributes for courses. The Faculty in attendance were not ready for a motion on this question, so a motion was introduced instead to postpone this discussion until a future meeting.

This motion to postpone **passed** by a voice vote.

Time did not permit discussion of the two final items on the meeting agenda:

- Motion to codify A&S procedures when voting on Faculty Assembly motions
- Faculty Assembly motion to allow NTEs to be elected to Faculty Assembly

Discussion of these items was postponed until the next meeting of the Faculty of Arts and Sciences.

The meeting was adjourned at 5:01 PM.

Respectfully submitted,
Jeremy Pope (History, jwpope@wm.edu)
Secretary to the Faculty of Arts and Sciences