

Faculty Assembly Meeting
26 September 2006

Present: Kulick, Beers, Meese, Canuel, Fuchs, Cate-Arries, Brown, Evans, Sheriff, Linneman, Macdonald, Abelt, Armstrong, White, Mooradian, Leslie, Lee, Diaz, Kennedy

Absent: Smith

Others in Attendance: Provost Feiss, Sean Pieri, Carl Strikwerda

Opening Remarks (Kulick):

The meeting was called to order at 15:30.

Kulick suggested that we postpone approval of the minutes for May meeting because the minutes that were distributed are incomplete.

Kulick noted that the Faculty Assembly (FA) has a new website that is more user friendly. Documents and resolutions passed by the Assembly in recent years are posted. FA minutes back to 1988 are archived.

Provost's Report (Feiss):

Restructuring is progressing. We are now in the implementation phase. Restructuring has been an educational process for SCHEV as reporting requirements evolve.

Susan Magill, former Rector to W&M BOV was appointed to Academic Affairs Committee of SCHEV.

We are beginning a new budget cycle. Typically, this provides an opportunity to identify major capital projects, faculty salary, student financial aid.

Six-year Capital Plan to be updated.

Advisory committee on space and FUP will discuss and provide input to plan.

This is an aspirational document that includes private and GF supported projects.

The Provost is conducting a salary equity study as requested by the Women's Network. Information from this study will be distributed to each of the Deans for consideration in the next budget cycle (i.e., soon after first of year).

The Provost and Dennis Manos have developed draft document that allows faculty on 9-month contracts, who are able to demonstrate they have 3-months of external salary, to go on 12-month contracts. This would allow deductions towards retirement because deductions are based on annual contract salary. The draft document will be reviewed by University Counsel. A question was asked about including candidates with 2-months of external salary. The Provost indicated that this could be given consideration but the present plan requires faculty to have 12-months of salary.

The Phased Retirement document is being reviewed by the Attorney General. If approved, it will be forwarded to the Governor.

Semester Leave Program: The Deans are compiling schedules and costs for supporting leave program.

The State is reviewing our peer-groups. This is generally done on a decadal basis. The Provost indicated that he is generally pleased with current peer group.

Questions to Provost from FA Members:

David Leslie asked about potential changes to the Early Decision Program at W&M. The Provost indicated that he prefers to have our Admissions Office educate schools about the benefits of Early Decision. This would make the admissions process more egalitarian.

Larry Evans asked how large a discrepancy in ethnic diversity results from the Early Decision Program. The Provost replied that there are noticeably fewer persons of color accepted by Early Decision than in the incoming class.

Distribution of Budget Report to Faculty University Priorities (FUP) Committee:

The Provost distributed his Budget report for FY2008 to FUP.

FUP prepares a list of priorities in its annual report in May. The Provost considers these priorities when building a budget for next cycle. Priorities for 2005 and 2006 are included in report. Allocations, amount (\$K) and priorities included in report. Two suggestions were made by FUP: (1) The committee would like to know dollar value for current operating budgets to provide context for requests. (2) The committee was concerned about the range in detail in requests. An on-line template will standardize the level of detail in future requests.

There was a question regarding clarification of item 1a on page 1. The Provost noted that there is variation in teaching loads across units. QEP recommends more internships/research experiences for students. This could cause a significant increase in faculty workloads. The Provost feels we need to create positive and real incentives for faculty to do this work. We are competing for faculty with a different breed of institution than in the past. It is clear that we are making good hires and providing opportunities for faculty development but the Provost wants to ensure that we retain faculty.

Committee Reports

Academic Affairs (Diaz): no business

Planning and Resources (Tom White): no business. Point of interest. White is member of FUP.

Faculty Affairs (Armstrong): The committee is considering a draft document regarding faculty clearance policy. This will be presented to the FA at its next meeting,

Liaison Committee (Meese): Met with Full board and Academic Affairs Committee of BOV. Met with Rector to discuss vision of how FA should interact with BOV. The Rector would like to find ways for BOV members to interact with the institution in a hands-on way.

Kulick:

Plans for the Faculty Survey are on-track. A trial version will run next week. The survey is scheduled to be administered beginning October 18th. More information will be forthcoming.

Kulick noted that Colleen Kennedy is serving on the FA as the faculty member of BOV.

Faculty Handbook Revisions (Kennedy): postponed to next meeting

Report from Vice President for Development (Pieri):

Pieri noted that he hopes to bridge the gap between the development office and faculty. His philosophy is one of full disclosure and transparency.

Update on Campaign:

\$473.0 M as of June 30th.

Expected impact of the Campaign: make W&M a better place for faculty and students.

Pieri presented progress on various facets of the Campaign and anticipated outcomes.

The Road Ahead:

The Campaign will conclude June 2007. Overall, it has been a successful campaign. To avoid having the Campaign get stale, the Development office will begin to only release figures on quarterly basis. It plans to sharpen the focus of the Campaign for the remaining months in the following areas:

Student Support

Faculty/Coaching Support

Unrestricted/expendable Funds

An additional goal is to obtain funds for completion of various ongoing Capital Projects – Business School, Integrated Science Complex.

Pieri emphasized that it will take time to build the necessary endowments. He noted that W&M needs to consider its return on investment in terms of the size/operation of the development office.

Pieri opened the floor for questions from FA. There was a lengthy discussion including issues related to the size of our endowment relative to other schools, gaps in funding for the School of Arts & Sciences, development efforts for students and faculty, and athletics.

Pieri closed by noting that the Development Office needs ambassadors. Development is the responsibility of everyone on campus. We all play a role. He asked faculty to be open minded if called upon by development staff to help and to consider all efforts to be part of a partnership. He asked members of the FA for their suggestions regarding ways to improve communication between his office and the broader faculty.

Adjournment

The meeting closed with a motion to adjourn at 5 pm.

Respectfully submitted,
Elizabeth A. Canuel, Secretary