

Faculty Assembly Minutes

April 22, 2008

Draft

Approved September 23, 2008

Present: Liz Canuel, Bill Cooke, Mike DiPaola, Alan Fuchs, Carl Hershner, Colleen Kennedy, Lisa Landino, John Lee, Heather Macdonald, Alan Meese, Rip McAdams, Terry Meyers, Todd Mooradian, Adam Potkay, Carol Sheriff, Gene Tracy, Tom White

Absent: Francie Cate-Arries, Katie Bragdon, Larry Evans, Dee Royster, Laurie Wolf

Others in Attendance: Provost Feiss, Dean Strikwerda

I. Approval of Minutes from March Meeting

II. Report from the Provost. General Assembly will be meeting this week. All signs are that the bond package will be good for William and Mary (School of Education, upgrade of utilities on the main campus and moving some utilities into the new campus, Tucker renovation, pre-planning for Integrated Science Complex Phase 3). Small Hall is a separate issue. The Student Assembly passed a motion asking that the exam schedule be moved from 8:30 to 10:30 and other exams moved back the same amount. The Academic Calendar Advisory Committee has made a recommendation to move the start of exams back 30 minutes (to 9:00 am) and other exams 30 minutes as well. Over the summer he will put together an informal council to discuss how to begin a planning process for the university, what the process might look like, and who might be involved. They will think about how to bring more junior people into the planning process – how to make sure we get diverse input from all ranks of faculty. He will present the plan to the Faculty Assembly in the fall. Question – will the planning begin in the fall? Yes, planning will begin; in part the timetable will depend on what one anticipates the length of the current presidency to be.

III. Reports from Standing Committees

A) Executive Committee. On the Sudan, Alan Meese is still waiting to hear from the William and Mary Foundation. The Executive Committee met with the Interim President. Discussion included frequency of meetings with the Executive Committee, recommendation for an academic to serve on the BOV, emphasis on a salary increase consistent with university plan to bring to the 60% percentile, strategic planning, prospects of maintaining resources and a campaign. Question about the Presidents Climate Commitment. We did not discuss this with the President. What about the comment in the Flat Hat. President has announced that he will not sign the Presidents Climate Commitment and will not create an Office of Sustainability. The Landscape, Energy, and Environment Committee will be changed to a Sustainability Committee – we will need to amend the bylaws as appropriate. He has indicated that he will support the imposition of the green fee, proceeds to be allocated by the Sustainability Committee. The Sustainability Policy was approved a year ago. Question - Has it been posted anywhere? Should be posted on the VP for Administration website, should it be moved to the Faculty Assembly website?

B) BOV Liaison Committee. We met with the BOV Academic Affairs Committee on the afternoon of April 16 and discussed some long-range topics and some exploratory topics. We also met at the regular BOV Academic Affairs Committee meeting. We reminded the committee of the resolution regarding Gene Nichol and of faculty priorities for the Board.

Motion to adopt the following amendment to Section 3 of the Faculty Handbook. Motion was seconded. Motion passed.

Once an amendment has been approved by both the Faculty Assembly and the Personnel Policy Committee, it shall be forwarded to the President of the College. If the amendment is to Section III, the President shall forward the proposal to the Board of Visitors for consideration; the change shall not be official unless and until the Board of Visitors approves it. If the amendment is to Section II, the proposal shall be forwarded through the Provost to the President for approval; the change shall not be official unless and until the President approves it. If the President or Board of Visitors modifies an amendment, it shall be re-submitted to the Personnel Policy Committee.

The Rector asked Tom White for recommendations regarding the Faculty Representative to the BOV; this will be discussed by the Liaison Committee.

C) Faculty Affairs Committee (including discussion of proposed legislation on tuition benefits). Todd learned that a proposal was being considered by the General Assembly. This would be a benefit that would be viewed very positively by many faculty and might make the College more competitive. At some point, we might need to prioritize this possible benefit in terms of all the priorities (benefit to some faculty). The Faculty Compensation Board has been looking at this for about a year now. If it is just a faculty benefit it is taxable. If it is a faculty-staff benefit, it is not taxable. We asked the Faculty Compensation Board to report back by December 1, 2008.

D) COPAR. The data gathering website – trying to get this back on the radar screen, institutional research has been merged with planning and assessment. They will have something ready to present either at the retreat or at the first meeting in the fall. It would be natural for COPAR to focus on development and compensation (considering the relationship between FUPC and COPAR). We suggest that COPAR early in the fall understand that it now charged on issues regarding development and faculty compensation. Might also have COPAR be involved in more long-term planning.

E) Academic Affairs Committee – no report

F) FUPC - Report on Proposed President's Climate Commitment: FUPC was asked to examine budgetary implications of the PCC on William and Mary. The FUPC made the following statement:

The Faculty University Priorities Committee (FUPC) believes that the College of William and Mary should treat environmental sustainability as one of its numerous priorities. We have not received sufficient input to rank this priority with precision, but we would place it generally on

part with campus-wide priorities such as internationalization and civic engagement. At the same time, we believe that, like support for internationalization and civic engagement, support for sustainability is significantly less important, and thus a markedly lower priority than support of the infrastructure supporting our core academic program, e.g., faculty salaries, the SSRL program, support for graduate students, the restoration of M&O funds, E&G support for our efforts to obtain externally-funded research, undergraduate financial aid sufficient to assure meaningful access to William and Mary, and a faculty of appropriate size to accomplish the various tasks expected of it.

Some have urged the Interim President to sign the President's Comate commitment ("PCC") as one means of bolstering the College's sustainability efforts. We cannot recommend that President Revely sign the PCC in the absence of a detailed and credible analysis of the costs that a good faith effort to meet the commitment would involve. We recommend that the President announce a commitment to undertake this analysis and make a formal decision about signing the PPC based on the results of that analysis. We urge the Interim President not to sign any commitment with which the College will not be able to comply.

A wide-ranging discussion followed. The FA should stay engaged in this discussion. Might COPAR expect an annual report from the Sustainability Committee?

Motion to Faculty Assembly hereby refers to COPAR to represent and to promote the Assembly's interest in sustainability. Motion passed.

IV. Possible Resolution Regarding Academic Study of Slavery

Terry Meyers commented that he thought a resolution requesting the College to explore its history of slavery and race relations might have been controversial even within the College. He was pleased to see that the Provost reported to the Board on Friday that we are moving in that direction. He distributed an excerpt from the work of one of the PhD students in History here, Jennifer Bridges Oast, who will soon defend her dissertation on institutional slavery in Virginia. She writes in her conclusion that

many of the slaves who were owned by institutions [such as William and Mary] did indeed experience 'the worst kind of slavery.' Those who were hired out annually faced a lifetime of family separation and personal instability. Those who were not hired out, but worked on site at a poor house, on a glebe, or on a college campus were often not much better off. They often experienced the 'tragedy of the commons' phenomenon: many individuals felt entitled to their labor and obedience, but few wished to take responsibility for their welfare. There really were no advantages to belonging to an institution as opposed to an individual—they were just as likely to be sold or abused as an individually-owned slave was, and more likely to be neglected or hired away from loved ones and home. Some slaves, perhaps, might have felt some comfort that they sweated out their life for the greater good of society—that the work they did was more important than making one master richer; rather, their work supported a school or a church or provided for the poor. However, they must also have known that

their work almost never benefited their fellow slaves or free blacks; it was white society that they built up with the labor of their lives.

--Jennifer Bridges Oast, "Forgotten Masters: Institutional Slavery in Virginia, 1680-1860," Ph.D. Thesis, History Department, College of William and Mary [2008], p. 245.

Terry stated that "we here on this campus are directly, literally, and irremediably part of the society, the College of William and Mary part, that was built with the forced labor of these enslaved human beings. We need, I think, to know more about that."

Motion that the Faculty Assembly request the College to explore its history of slavery and race relations. Motion passed.

V. Discussion of Relationship between the Assembly and Various Constituencies. Put this on the agenda for the retreat.

Alan Meese thanked all members of the FA for their diligence and reminded them of the annual meeting next week. He thanked Provost Feiss for his commitment to faculty governance and Alan Fuchs for his service as parliamentarian.

IX. Meeting adjourned at 5:03 pm

Respectfully submitted,

Heather Macdonald
Faculty Assembly Secretary